

DM3-010 Maximise Data Migration Component Design

HCM Talent

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

Version: v01

@Copyright 2021 Version 1 – All Rights Reserved

**Table of Contents**

[1 Introduction 3](#_Toc85027289)

[1.1 Purpose 3](#_Toc85027290)

[1.2 Scope and Application 3](#_Toc85027291)

[1.3 Data Acquisition High Level Source to Target Mapping 3](#_Toc85027292)

[1.4 Assumptions 3](#_Toc85027293)

[1.5 Pre- requisites 4](#_Toc85027294)

[2 Data Migration Flow in Maximise Tool 5](#_Toc85027295)

[2.1 Data Cleanse 5](#_Toc85027296)

[2.2 Extract, Transform and Load 5](#_Toc85027297)

[2.3 Load 6](#_Toc85027298)

[3 Naming Standards 7](#_Toc85027299)

[4 Extract File Layouts 8](#_Toc85027300)

[4.1 Talent Profiles 9](#_Toc85027301)

[4.1.1 Mapping 10](#_Toc85027302)

[4.2 Talent Profile Items 10](#_Toc85027303)

[4.2.1 Mapping 12](#_Toc85027304)

[5 Conversion Mapping 13](#_Toc85027305)

[5.1 Business Object: Talent Profile 13](#_Toc85027306)

[5.2 Business Object: ProfileItem 14](#_Toc85027307)

[6 Open and Closed Issues for this deliverable 15](#_Toc85027308)

[6.1 Open Issues 15](#_Toc85027309)

[6.2 Closed Issues 15](#_Toc85027310)

Version Control

|  |  |  |  |
| --- | --- | --- | --- |
| Date | Version | Changed By | Reason for Change |
| <<Date>> | E.g. this template must be reviewed by the delivery team and edited for specific <<client>> |  |  |
|  |  |  |  |

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 | Talent | ALL | STAGING | HCM Talent | HRT\_PROFILES\_B  HRT\_PROFILES\_TL  HRT\_PROFILE\_ITEMS  HRT\_CONTENT\_ITEMS\_B  HRT\_CONTENT\_ITEMS\_TL |

## 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 Talent:***

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

# 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/HR/02 |
| Staging Table Creation Script | XXMX\_HCM<Name>\_TAB.sql | XXMX\_HCM\_TALENT\_TAB.sql |
| Data Extraction Script | XXMX\_HCM\_<SEL>\_<Name>.sql | Not Available if the File is provided by Client. |
| Data File from Legacy System (Inbound File) | XXMX\_HCM\_<Name>.dat | XXMX\_HCM\_TAL\_PROFILES.dat  XXMX\_HCM\_TAL\_PROFILE\_ITEMS.dat |
| Control File – load Data into the staging table | XXMX\_HCM\_<Name>.ctl | XXMX\_HCM\_TAL\_PROFILES.ctl  XXMX\_HCM\_TAL\_PROFILE\_ITEMS.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) |

## Talent Profiles

Data File Name: XXMX\_HCM\_TAL\_PROFILES.dat

Staging table: XXMX\_HRT\_PROFILE\_TL\_STG

Transform Table: XXMX\_HRT\_PROFILE\_TL\_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 Profiles

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | N | N | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 4 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 5 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 6 | PROFILE\_ID | VARCHAR2(264) | N | N | PROFILE\_ID | PROFILE\_ID |  |
| 7 | LANGUAGE | VARCHAR2(4) | N | N | LANGUAGE | LANGUAGE |  |
| 8 | SOURCE\_LANG | VARCHAR2(4) | N | N | SOURCE\_LANG | SOURCE\_LANG |  |
| 9 | DESCRIPTION | VARCHAR2(4000 | Y | Y | DESCRIPTION | DESCRIPTION |  |
| 10 | SUMMARY | VARCHAR2(4000 | N | N | SUMMARY | SUMMARY |  |
| 11 | PROFILE\_TYPE | VARCHAR2(264) | N | N | PROFILE\_TYPE\_ID | PROFILE\_TYPE\_ID |  |
| 12 | PROFILE\_CODE | VARCHAR2(30) | Y | Y | PROFILE\_CODE | PROFILE\_CODE | If Null – ’31-DEC-4712’ |
| 13 | PROFILE\_STATUS\_CODE | VARCHAR2(30) | Y | Y | PROFILE\_STATUS\_CODE | PROFILE\_STATUS\_CODE |  |
| 14 | PROFILE\_USAGE\_CODE | VARCHAR2(30) | Y | Y | PROFILE\_USAGE\_CODE | PROFILE\_USAGE\_CODE |  |
| 15 | PERSON\_ID | VARCHAR2(264) | N | N | PERSON\_ID | PERSON\_ID |  |
| 16 | PERSONNUMBER | VARCHAR2(30) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 17 | PARTY\_ID | VARCHAR2(264) | N | N | PARTY\_ID | PARTY\_ID |  |
| 18 | OWNER\_PERSON\_ID | VARCHAR2(264) | N | N | OWNER\_PERSON\_ID | OWNER\_PERSON\_ID |  |
| 19 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 20 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- TalentProfile |
| 21 | SOURCESYSTEMID | VARCHAR2(2000 | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Hardcode- DataMigration |
| 22 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Autogenerated |
| 23 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 24 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 25 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 26 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 27 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 28 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 29 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 30 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 31 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 32 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 33 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 34 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 35 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 36 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 37 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |
| 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 |  |

### Mapping

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

## Talent Profile Items

Data File Name: XXMX\_HCM\_TAL\_PROFILE\_ITEMS.dat

Staging table: XXMX\_HRT\_PFL\_ITEMS\_STG

Transform Table: XXMX\_HRT\_PFL\_ITEMS\_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: Profile Item

| Col Seq | Field Name | Datatype | Include in Loader | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch |
| 2 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | New name for every extract |
| 3 | MIGRATION\_STATUS | VARCHAR2(50) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 4 | BG\_NAME | VARCHAR2(240) | Y | Y | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 5 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 6 | PROFILE\_ITEM\_ID | VARCHAR2(264) | N | N | PROFILE\_ITEM\_ID | PROFILE\_ITEM\_ID |  |
| 7 | PARENT\_PROFILE\_ITEM\_ID | VARCHAR2(264) | N | N | PARENT\_PROFILE\_ITEM\_ID | PARENT\_PROFILE\_ITEM\_ID |  |
| 8 | PROFILE\_ID | VARCHAR2(264) | N | N | PROFILE\_ID | PROFILE\_ID |  |
| 9 | PERSONNUMBER | VARCHAR2(80) | Y | Y | PERSONNUMBER | PERSONNUMBER |  |
| 10 | CONTENT\_TYPE | VARCHAR2(264) | Y | Y | CONTENT\_TYPE\_ID | CONTENT\_TYPE\_ID | Content Types for Profiles |
| 11 | CONTENT\_ITEM | VARCHAR2(264) | Y | Y | CONTENT\_ITEM\_ID | CONTENT\_ITEM\_ID | Content Item Names to be passed |
| 12 | SOURCE\_ID | VARCHAR2(264) | N | N | SOURCE\_ID | SOURCE\_ID | Transformation needed while loading. |
| 13 | SOURCE\_TYPE | VARCHAR2(30) | N | N | SOURCE\_TYPE | SOURCE\_TYPE |  |
| 14 | SOURCE\_KEY1 | NUMBER (18,0) | N | N | SOURCE\_KEY1 | SOURCE\_KEY1 |  |
| 15 | SOURCE\_KEY2 | NUMBER (18,0) | N | N | SOURCE\_KEY2 | SOURCE\_KEY2 |  |
| 16 | SOURCE\_KEY3 | NUMBER (18,0) | N | N | SOURCE\_KEY3 | SOURCE\_KEY3 |  |
| 17 | DATE\_FROM | DATE | Y | Y | DATE\_FROM | DATE\_FROM |  |
| 18 | DATE\_TO | DATE | N | N | DATE\_TO | DATE\_TO | If Null – ’31-DEC-4712’ |
| 19 | QUALIFIER\_ID1 | VARCHAR2(264) | N | N | QUALIFIER\_ID1 | QUALIFIER\_ID1 |  |
| 20 | QUALIFIER\_ID2 | VARCHAR2(264) | N | N | QUALIFIER\_ID2 | QUALIFIER\_ID2 |  |
| 21 | QUALIFIER\_SET\_CODE1 | VARCHAR2(264) | N | N | QUALIFIER\_SET\_CODE1 | QUALIFIER\_SET\_CODE1 |  |
| 22 | RATING\_MODEL\_ID1 | VARCHAR2(264) | N | N | RATING\_MODEL\_ID1 | RATING\_MODEL\_ID1 | Mandatory for Performance Rating |
| 23 | RATING\_MODEL\_ID2 | VARCHAR2(264) | N | N | RATING\_MODEL\_ID2 | RATING\_MODEL\_ID2 | Mandatory for Performance Rating |
| 24 | RATING\_MODEL\_ID3 | VARCHAR2(264) | N | N | RATING\_MODEL\_ID3 | RATING\_MODEL\_ID3 | Mandatory for Performance Rating |
| 25 | RATING\_LEVEL\_ID1 | VARCHAR2(264) | N | N | RATING\_LEVEL\_ID1 | RATING\_LEVEL\_ID1 | Mandatory for Performance Rating |
| 26 | RATING\_LEVEL\_ID2 | VARCHAR2(264) | N | N | RATING\_LEVEL\_ID2 | RATING\_LEVEL\_ID2 | Mandatory for Performance Rating |
| 27 | RATING\_LEVEL\_ID3 | VARCHAR2(264) | N | N | RATING\_LEVEL\_ID3 | RATING\_LEVEL\_ID3 | Mandatory for Performance Rating |
| 28 | INTEREST\_LEVEL | VARCHAR2(30) | N | N | INTEREST\_LEVEL | INTEREST\_LEVEL |  |
| 29 | MANDATORY | VARCHAR2(30) | Y | Y | MANDATORY | MANDATORY |  |
| 30 | IMPORTANCE | NUMBER (18,0) | Y | Y | IMPORTANCE | IMPORTANCE |  |
| 31 | ITEM\_TEXT240\_1 | VARCHAR2(240) | N | N | ITEM\_TEXT240\_1 | ITEM\_TEXT240\_1 |  |
| 32 | ITEM\_TEXT240\_2 | VARCHAR2(240) | N | N | ITEM\_TEXT240\_2 | ITEM\_TEXT240\_2 |  |
| 33 | ITEM\_TEXT240\_3 | VARCHAR2(240) | N | N | ITEM\_TEXT240\_3 | ITEM\_TEXT240\_3 |  |
| 34 | ITEM\_TEXT240\_4 | VARCHAR2(240) | N | N | ITEM\_TEXT240\_4 | ITEM\_TEXT240\_4 |  |
| 35 | ITEM\_TEXT240\_5 | VARCHAR2(240) | N | N | ITEM\_TEXT240\_5 | ITEM\_TEXT240\_5 |  |
| 36 | ITEM\_TEXT240\_6 | VARCHAR2(240) | N | N | ITEM\_TEXT240\_6 | ITEM\_TEXT240\_6 |  |
| 37 | ITEM\_TEXT240\_7 | VARCHAR2(240) | N | N | ITEM\_TEXT240\_7 | ITEM\_TEXT240\_7 |  |
| 38 | ITEM\_TEXT240\_8 | VARCHAR2(240) | N | N | ITEM\_TEXT240\_8 | ITEM\_TEXT240\_8 |  |
| 39 | ITEM\_TEXT240\_9 | VARCHAR2(240) | N | N | ITEM\_TEXT240\_9 | ITEM\_TEXT240\_9 |  |
| 40 | ITEM\_TEXT240\_10 | VARCHAR2(240) | N | N | ITEM\_TEXT240\_10 | ITEM\_TEXT240\_10 |  |
| 41 | ITEM\_TEXT2000\_1 | VARCHAR2(2000) | N | N | ITEM\_TEXT2000\_1 | ITEM\_TEXT2000\_1 |  |
| 42 | ITEM\_TEXT2000\_2 | VARCHAR2(2000) | N | N | ITEM\_TEXT2000\_2 | ITEM\_TEXT2000\_2 |  |
| 43 | ITEM\_TEXT2000\_3 | VARCHAR2(2000) | N | N | ITEM\_TEXT2000\_3 | ITEM\_TEXT2000\_3 |  |
| 44 | ITEM\_TEXT2000\_4 | VARCHAR2(2000) | N | N | ITEM\_TEXT2000\_4 | ITEM\_TEXT2000\_4 |  |
| 45 | ITEM\_TEXT2000\_5 | VARCHAR2(2000) | N | N | ITEM\_TEXT2000\_5 | ITEM\_TEXT2000\_5 |  |
| 46 | ITEM\_TEXT30\_1 | VARCHAR2(30) | N | N | ITEM\_TEXT30\_1 | ITEM\_TEXT30\_1 |  |
| 47 | ITEM\_TEXT30\_2 | VARCHAR2(30) | N | N | ITEM\_TEXT30\_2 | ITEM\_TEXT30\_2 |  |
| 48 | ITEM\_TEXT30\_3 | VARCHAR2(30) | N | N | ITEM\_TEXT30\_3 | ITEM\_TEXT30\_3 |  |
| 49 | ITEM\_TEXT30\_4 | VARCHAR2(30) | N | N | ITEM\_TEXT30\_4 | ITEM\_TEXT30\_4 |  |
| 50 | ITEM\_TEXT30\_5 | VARCHAR2(30) | N | N | ITEM\_TEXT30\_5 | ITEM\_TEXT30\_5 |  |
| 51 | ITEM\_DATE\_1 | DATE | N | N | ITEM\_DATE\_1 | ITEM\_DATE\_1 |  |
| 52 | ITEM\_DATE\_2 | DATE | N | N | ITEM\_DATE\_2 | ITEM\_DATE\_2 |  |
| 53 | ITEM\_DATE\_3 | DATE | N | N | ITEM\_DATE\_3 | ITEM\_DATE\_3 |  |
| 54 | ITEM\_DATE\_4 | DATE | N | N | ITEM\_DATE\_4 | ITEM\_DATE\_4 |  |
| 55 | ITEM\_DATE\_5 | DATE | N | N | ITEM\_DATE\_5 | ITEM\_DATE\_5 |  |
| 56 | ITEM\_NUMBER\_1 | NUMBER (18,0) | N | N | ITEM\_NUMBER\_1 | ITEM\_NUMBER\_1 |  |
| 57 | ITEM\_NUMBER\_2 | NUMBER (18,0) | N | N | ITEM\_NUMBER\_2 | ITEM\_NUMBER\_2 |  |
| 58 | ITEM\_NUMBER\_3 | NUMBER (18,0) | N | N | ITEM\_NUMBER\_3 | ITEM\_NUMBER\_3 |  |
| 59 | ITEM\_NUMBER\_4 | NUMBER (18,0) | N | N | ITEM\_NUMBER\_4 | ITEM\_NUMBER\_4 |  |
| 60 | ITEM\_NUMBER\_5 | NUMBER (18,0) | N | N | ITEM\_NUMBER\_5 | ITEM\_NUMBER\_5 |  |
| 61 | ITEM\_DECIMAL\_1 | NUMBER (15,0) | N | N | ITEM\_DECIMAL\_1 | ITEM\_DECIMAL\_1 |  |
| 62 | ITEM\_DECIMAL\_2 | NUMBER (15,0) | N | N | ITEM\_DECIMAL\_2 | ITEM\_DECIMAL\_2 |  |
| 63 | ITEM\_DECIMAL\_3 | NUMBER (15,0) | N | N | ITEM\_DECIMAL\_3 | ITEM\_DECIMAL\_3 |  |
| 64 | ITEM\_DECIMAL\_4 | NUMBER (15,0) | N | N | ITEM\_DECIMAL\_4 | ITEM\_DECIMAL\_4 |  |
| 65 | ITEM\_DECIMAL\_5 | NUMBER (15,0) | N | N | ITEM\_DECIMAL\_5 | ITEM\_DECIMAL\_5 |  |
| 66 | ATTRIBUTE\_CATEGORY | VARCHAR2(30) | N | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 67 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 68 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 69 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 70 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 71 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 72 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 73 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 74 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 75 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 76 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 77 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 78 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 79 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 80 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 81 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 82 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 83 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 84 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 85 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 86 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |
| 87 | TITLE | VARCHAR2(100) | Y | Y | TITLE | TITLE |  |
| 88 | METADATA | VARCHAR2(10) | N | N | METADATA | METADATA | Hardcode- MERGE |
| 89 | OBJECT\_NAME | VARCHAR2(100) | N | N | OBJECT\_NAME | OBJECT\_NAME | Hardcode- ProfileItem |
| 90 | SOURCESYSTEMID | VARCHAR2(2000) | N | N | SOURCESYSTEMID | SOURCESYSTEMID | Hardcode- DataMigration |
| 91 | SOURCESYSTEMOWNER | VARCHAR2(50) | N | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Autogenerated |
| 92 | SECTION\_ID | NUMBER | N | N | SECTION\_ID | SECTION\_ID | Transformation Needed |

### 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 Benefits

|  |  |
| --- | --- |
| 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: Talent 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\_PROFILES\_B | Description | Varchar2(250) | Y | TalentProfile.dat | Description | Varchar2(250) |  |  |  |
| 2 | HRT\_PROFILES\_TL | ProfileCode | Varchar2(250) | Y |  | ProfileCode | Varchar2(250) |  |  |  |
| 3 | HRT\_PROFILES\_TL | ProfileStatusCode | Varchar2(250) | Y |  | ProfileStatusCode | Varchar2(250) |  |  |  |
| 4 | HRT\_PROFILES\_TL | ProfileUsageCode | Varchar2(250) | Y |  | ProfileUsageCode | Varchar2(250) |  |  |  |
| 5 | PER\_ALL\_PEOPLE\_F | PersonNumber | Varchar2(250) | Y |  | PersonNumber | Varchar2(250) |  |  |  |
| 6 | HRT\_PROFILES\_TL | ProfileTypeCode | Varchar2(250) | Y |  | ProfileTypeCode | Varchar2(250) |  |  |  |
| 7 |  |  |  |  |  | SourceSystemOwner | Varchar2(256) | DataMigration |  |  |
| 8 |  |  |  |  |  | SourceSystemId | Varchar2(2000) |  |  |  |

## Business Object: Profile Item

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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\_PROFILES\_ITEMS | ProfileCode | VARCHAR2 |  | ProfileItem.dat | ProfileCode | Number(18) |  |  |  |
| 2 | HRT\_PROFILES\_ITEMS | ContentType | VARCHAR2 | Y |  | ContentType | Date |  |  |  |
| 3 | HRT\_PROFILES\_ITEMS | DateFrom | DATE |  |  | DateFrom | Date |  |  |  |
| 4 | HRT\_PROFILES\_ITEMS | DateTo | DATE | Y |  | DateTo | Varchar2(4) | 31-DEC-4712 | The language code of the translated value, for example, FR or DE. |  |
| 5 | HRT\_PROFILES\_ITEMS | ContentItem | VARCHAR2 | Y |  | ContentItem | Varchar2(30) |  |  |  |
| 6 | HRT\_PROFILES\_ITEMS | SectionId | NUMBER |  |  | SectionId | Varchar2(250) |  | Transformation Required |  |
| 7 | HRT\_PROFILES\_ITEMS | QualifierCode1 | VARCHAR2 |  |  | QualifierCode1 | Varchar2(4000) |  |  |  |
| 8 | HRT\_PROFILES\_ITEMS | QualifierSetCode1 | VARCHAR2 |  |  | QualifierSetCode1 | Varchar2(2000) |  |  |  |
| 9 | HRT\_PROFILES\_ITEMS | QualifierId2 | VARCHAR2 |  |  | QualifierId2 | Varchar2(256) |  |  |  |
| 10 | HRT\_PROFILES\_ITEMS | RatingModelCode1 | VARCHAR2 |  |  | RatingModelCode1 | VARCHAR2 |  |  |  |
| 11 | HRT\_PROFILES\_ITEMS | RatingLevelCode2 | VARCHAR2 |  |  | RatingLevelCode2 | VARCHAR2 |  |  |  |
| 12 |  |  |  |  |  | SourceSystemOwner | Varchar2(256) | DataMigration |  |  |
| 13 |  |  |  |  |  | SourceSystemId | Varchar2(2000) |  |  |  |

# Open and Closed Issues for this deliverable

## Open Issues

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

## Closed Issues

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





[**www.version1.com**](http://www.version1.com)

*`*