

DM3-010 Maximise Data Migration Component Design

HCM Talent management Goal

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**Table of Contents**

[1 Introduction 1](#_Toc143861692)

[1.1 Purpose 1](#_Toc143861693)

[1.2 Scope and Application 1](#_Toc143861694)

[1.3 Data Acquisition High Level Source to Target Mapping 1](#_Toc143861695)

[1.4 Assumptions 1](#_Toc143861696)

[1.5 Pre- requisites 2](#_Toc143861697)

[2 Data Migration Flow in Maximise Tool 2](#_Toc143861698)

[2.1 Data Cleanse 3](#_Toc143861699)

[2.2 Extract, Transform and Load 3](#_Toc143861700)

[2.3 Load 3](#_Toc143861701)

[3 Naming Standards 5](#_Toc143861702)

[4 Extract File Layouts 6](#_Toc143861703)

[4.1 GOAL 7](#_Toc143861704)

[4.1.1 Mapping 11](#_Toc143861705)

[4.2 GOAL TARGET OUTCOME PROFILE ITEM 11](#_Toc143861706)

[4.2.1 Mapping 19](#_Toc143861707)

[4.3 GOAL ACCESS 19](#_Toc143861708)

[4.3.1 Mapping 21](#_Toc143861709)

[4.4 Goal Action 22](#_Toc143861710)

[4.4.1 Mapping 24](#_Toc143861711)

[4.5 Goal Alignment 25](#_Toc143861712)

[4.5.1 Mapping 28](#_Toc143861713)

[4.6 Goal Plan Goal 28](#_Toc143861714)

[4.6.1 Mapping 31](#_Toc143861715)

[4.7 Goal Target Outcome 31](#_Toc143861716)

[4.7.1 Mapping 33](#_Toc143861717)

[4.8 Goal Measurement 34](#_Toc143861718)

[4.8.1 Mapping 36](#_Toc143861719)

[5 Conversion Mapping 37](#_Toc143861720)

[5.1 Business Object: Goal 38](#_Toc143861721)

[5.2 Business Object: Goal Target Outcome Profile Item 40](#_Toc143861722)

[5.3 Business Object: Goal Access 44](#_Toc143861723)

[5.4 Business Object: Goal Action 45](#_Toc143861724)

[5.5 Business Object: Goal Alignment 46](#_Toc143861725)

[5.6 Business Object: Goal Plan Goal 47](#_Toc143861726)

[5.7 Business Object: Goal Target Outcome 48](#_Toc143861727)

[5.8 Business Object: Goal Measurement 49](#_Toc143861728)

[6 Open and Closed Issues for this deliverable 51](#_Toc143861729)

[6.1 Open Issues 51](#_Toc143861730)

[6.2 Closed Issues 51](#_Toc143861731)

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# 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 | HCM Talent Goal | ALL | STAGING | HCM Talent Goal | HRG\_GOALS  HRG\_GOAL\_TARGET\_OUTCOMES  HRG\_GOAL\_ACCESS  HRG\_GOAL\_ACTIONS  HRG\_GOAL\_ALIGNMENTS  HRG\_GOAL\_PLAN\_GOALS  HRG\_GOAL\_MEASUREMENTS |

## 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 Management:***

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

# Data Migration Flow in Maximise Tool

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



Figure 1 - Maximise Conceptual Model

## 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/TAL/02 |
| Staging Table Creation Script | XXMX\_HCM\_GOAL<Name>\_DBI.sql | XXMX\_HCM\_GOAL\_<NAME>\_DBI.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\_GOAL\_STG.dat  XXMX\_HCM\_GTARGT\_OUTCME\_PFILE\_ITM\_STG.dat  XXMX\_HCM\_GOAL\_ACCESS\_STG.dat  XXMX\_HCM\_GOAL\_ACTION\_STG.dat  XXMX\_HCM\_GOAL\_ALIGNMENT\_STG.dat  XXMX\_HCM\_GOAL\_PLAN\_GOAL\_STG.dat  XXMX\_HCM\_GTARGET\_OUTCOME\_STG.dat  XXMX\_HCM\_GOAL\_MEASUREMENT\_STG.dat |
| Control File – load Data into the staging table | XXMX\_HCM\_<Name>.ctl | XXMX\_HCM\_GOAL\_STG.ctl  XXMX\_HCM\_GTARGT\_OUTCME\_PFILE\_ITM\_STG.ctl  XXMX\_HCM\_GOAL\_ACCESS\_STG.ctl  XXMX\_HCM\_GOAL\_ACTION\_STG.ctl  XXMX\_HCM\_GOAL\_ALIGNMENT\_STG.ctl  XXMX\_HCM\_GOAL\_PLAN\_GOAL\_STG.ctl  XXMX\_HCM\_GTARGET\_OUTCOME\_STG.ctl  XXMX\_HCM\_GOAL\_MEASUREMENT\_STG.ctl |

# Extract File Layouts

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

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

**Datatype**

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

## GOAL

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

Staging table: XXMX\_HCM\_GOAL\_STG

Transform Table: XXMX\_HCM\_GOAL\_XFM

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

Fusion Business Object: Goal

| Col Seq | Field Name | Datatype | Include in Source File | 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 | N | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(50) | N | N | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(20) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(200) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode- Goal |
| 9 | GOALID | NUMBER(18) | Y | Y | GOALID | GOALID | The system generated surrogate key for this entry. |
| 10 | WORKERASSIGNMENTNUMBER | VARCHAR2(50) | Y | N | WORKERASSIGNMENTNUMBER | WORKERASSIGNMENTNUMBER | The worker's assignment  Number the goal is for |
| 11 | ORGANIZATIONNAME | VARCHAR2(240) | Y | N | ORGANIZATIONNAME | ORGANIZATIONNAME | The name of the department the goal is for. |
| 12 | GOALNAME | VARCHAR2(400) | Y | Y | GOALNAME | GOALNAME | The name of the goal. There is  no unique requirement. |
| 13 | GOALTYPECODE | VARCHAR2(30) | Y | Y | GOALTYPECODE | GOALTYPECODE | The type of goal. |
| 14 | GOALVERSIONTYPECODE | VARCHAR2(30) | Y | Y | GOALVERSIONTYPECODE | GOALVERSIONTYPECODE | The goal version. |
| 15 | WORKERPERSONNUMBER | VARCHAR2(30) | N | N | WORKERPERSONNUMBER | WORKERPERSONNUMBER | The person number of the  worker the goal is for. |
| 16 | STARTDATE | DATE | Y | Y | STARTDATE | STARTDATE | The start date of the goal. |
| 17 | TARGETCOMPLETIONDATE | DATE | Y | N | TARGETCOMPLETIONDATE | TARGETCOMPLETIONDATE | The target completion date  for the goal. |
| 18 | ACTIVEFLAG | VARCHAR2(30) | Y | N | ACTIVEFLAG | ACTIVEFLAG | Only applicable to development goals. Indicates if the goal is active. |
| 19 | ACTUALCOMPLETIONDATE | DATE | Y | N | ACTUALCOMPLETIONDATE | ACTUALCOMPLETIONDATE | The actual completion date of the goal. |
| 20 | ALLOWDELGOALFLAG | VARCHAR2(30) | Y | N | ALLOWDELGOALFLAG | ALLOWDELGOALFLAG | An indicator to specify if managers of the worker who's assigned the performance goal can delete it. |
| 21 | ALLOWKEYATTRUPDATEFLAG | VARCHAR2(30) | Y | N | ALLOWKEYATTRUPDATEFLAG | ALLOWKEYATTRUPDATEFLAG | Determines if the worker can update key attributes of the goal. |
| 22 | APPROVALSTATUSCODE | VARCHAR2(30) | Y | N | APPROVALSTATUSCODE | APPROVALSTATUSCODE | Only applicable to development goals. The approval status for the goal. |
| 23 | ASSIGNEDBYPERSONID | NUMBER(18) | Y | Y | ASSIGNEDBYPERSONID | ASSIGNEDBYPERSONID | The unique reference to the person assigning the goal. |
| 24 | ASSIGNMENTID | NUMBER(18) | Y | N | ASSIGNMENTID | ASSIGNMENTID | The unique reference to the assignment this goal is for. |
| 25 | CATEGORYCODE | VARCHAR2(30) | Y | N | CATEGORYCODE | CATEGORYCODE | The category of the goal. |
| 26 | COMMENTSFILE | VARCHAR2(3000) | Y | N | COMMENTSFILE | COMMENTSFILE | The name of the text file containing the goal comments. |
| 27 | PERCENTCOMPLETECODE | VARCHAR2(30) | Y | N | PERCENTCOMPLETECODE | PERCENTCOMPLETECODE | The goal completion percentage code. |
| 28 | DESCRIPTION | VARCHAR2(4000) | Y | N | DESCRIPTION | DESCRIPTION | The goal description. |
| 29 | GOALEXTID | VARCHAR2(250) | Y | N | GOALEXTID | GOALEXTID | Provides a reference to an external goal source. |
| 30 | GOALAPPROVALSTATE | VARCHAR2(30) | Y | N | GOALAPPROVALSTATE | GOALAPPROVALSTATE | State of goal when goal is under approval process. |
| 31 | LEVELCODE | VARCHAR2(30) | Y | N | LEVELCODE | LEVELCODE | The level code of the goal. |
| 32 | REFERENCECONTENTITEMID | NUMBER(18) | Y | N | REFERENCECONTENTITEMID | REFERENCECONTENTITEMID | The unique reference to the library goal, loaded as a content item. |
| 33 | REFERENCECONTENTITEMNAME | VARCHAR2(700) | Y | N | REFERENCECONTENTITEMNAME | REFERENCECONTENTITEMNAME | The name of the referenced library goal. |
| 34 | LONGDESCRIPTIONFILE | VARCHAR2(3000) | Y | N | LONGDESCRIPTIONFILE | LONGDESCRIPTIONFILE | The name of the text file containing the long description for the goal. |
| 35 | MEASURECALCRULECODE | VARCHAR2(30) | Y | N | MEASURECALCRULECODE | MEASURECALCRULECODE | The calculation rule for aggregating measurements. |
| 36 | ORGANIZATIONID | NUMBER(18) | N | N | ORGANIZATIONID | ORGANIZATIONID | The unique reference to the organization this goal is for. Used only for organization goals. |
| 37 | ASSIGNEDBYPERSONNUMBER | VARCHAR2(30) | N | N | ASSIGNEDBYPERSONNUMBER | ASSIGNEDBYPERSONNUMBER | The person number of the organization owner who assigned the goal. |
| 38 | PERSONID | NUMBER(18) | N | N | PERSONID | PERSONID | The unique reference to the person. |
| 39 | PREVIOUSSTATEGOALID | NUMBER(18) | N | N | PREVIOUSSTATEGOALID | PREVIOUSSTATEGOALID | Goal ID of the actual goal record during approvals. |
| 40 | PREVIOUSSTATEGOALNAME | VARCHAR2 | N | N | PREVIOUSSTATEGOALNAME | PREVIOUSSTATEGOALNAME | The name of the referenced goal. |
| 41 | PREVIOUSSTATEGOALORGANIZATIONNAME | VARCHAR2(240) | N | N | PREVIOUSSTATEGOALORGANIZATIONNAME | PREVIOUSSTATEGOALORGANIZATIONNAME | The name of the organization associated with the referenced goal. |
| 42 | PREVIOUSSTATEGOALSTARTDATE | DATE | N | N | PREVIOUSSTATEGOALSTARTDATE | PREVIOUSSTATEGOALSTARTDATE | The start date for the referenced goal. |
| 43 | PREVIOUSSTATEGOALTARGETCOMPLETIONDATE | DATE | N | N | PREVIOUSSTATEGOALTARGETCOMPLETIONDATE | PREVIOUSSTATEGOALTARGETCOMPLETIONDATE | The target completion date for the referenced goal. |
| 44 | PREVIOUSSTATEGOALTYPECODE | VARCHAR2 | N | N | PREVIOUSSTATEGOALTYPECODE | PREVIOUSSTATEGOALTYPECODE | The type for the referenced goal. |
| 45 | PREVIOUSSTATEGOALVERSIONTYPECODE | VARCHAR2 | N | N | PREVIOUSSTATEGOALVERSIONTYPECODE | PREVIOUSSTATEGOALVERSIONTYPECODE | The goal status of the referenced goal. |
| 46 | PREVIOUSSTATEGOALWORKERASSIGNMENTNUMBER | VARCHAR2(30) | N | N | PREVIOUSSTATEGOALWORKERASSIGNMENTNUMBER | PREVIOUSSTATEGOALWORKERASSIGNMENTNUMBER | The number of the assignment associated with the referenced goal. |
| 47 | PREVIOUSSTATEGOALWORKERPERSONNUMBER | VARCHAR2(30) | Y | N | PREVIOUSSTATEGOALWORKERPERSONNUMBER | PREVIOUSSTATEGOALWORKERPERSONNUMBER | The number of the person associated with the referenced goal. |
| 48 | PRIORITYCODE | VARCHAR2(30) | Y | N | PRIORITYCODE | PRIORITYCODE | Priority of the goal. |
| 49 | PRIVATEFLAG | VARCHAR2(30) | N | Y | PRIVATEFLAG | PRIVATEFLAG | Indicates if the goal is private. |
| 50 | PUBLISHDATE | DATE | Y | N | PUBLISHDATE | PUBLISHDATE | Only used for organization goals. The goal published date. |
|  | PUBLISHEDFLAG | VARCHAR2(30) | N | N | PUBLISHEDFLAG | PUBLISHEDFLAG | Only used for organization goals. Indicates if the organization goal is published to the organization. |
| 51 | REFERENCEGOALWORKERASSIGNMENTNUMBER | VARCHAR2(30) | N | N | REFERENCEGOALWORKERASSIGNMENTNUMBER | REFERENCEGOALWORKERASSIGNMENTNUMBER | The number of the assignment associated with the referenced goal. |
| 52 | REFERENCEGOALID | NUMBER(18) | N | N | REFERENCEGOALID | REFERENCEGOALID | Only applicable to worker goals. |
| 53 | REFERENCEGOALNAME | VARCHAR2 | Y | N | REFERENCEGOALNAME | REFERENCEGOALNAME | The name of the referenced goal. |
| 54 | REFERENCEGOALORGANIZATIONNAME | VARCHAR2(240) | Y | N | REFERENCEGOALORGANIZATIONNAME | REFERENCEGOALORGANIZATIONNAME | The name of the organization associated with the referenced goal. |
| 55 | REFERENCEGOALWORKERPERSONNUMBER | VARCHAR2(30) | Y | N | REFERENCEGOALWORKERPERSONNUMBER | REFERENCEGOALWORKERPERSONNUMBER | The number of the person associated with the referenced goal. |
| 56 | REFERENCEGOALSTARTDATE | DATE | Y | N | REFERENCEGOALSTARTDATE | REFERENCEGOALSTARTDATE | The start date for the referenced goal. |
| 57 | REFERENCEGOALTARGETCOMPLETIONDATE | DATE | Y | N | REFERENCEGOALTARGETCOMPLETIONDATE | REFERENCEGOALTARGETCOMPLETIONDATE | The target completion date for the referenced goal. |
| 58 | REFERENCEGOALTYPECODE | VARCHAR2(30) | Y | N | REFERENCEGOALTYPECODE | REFERENCEGOALTYPECODE | The type for the referenced goal. |
| 59 | REFERENCEGOALVERSIONTYPECODE | VARCHAR2(30) | Y | N | REFERENCEGOALVERSIONTYPECODE | REFERENCEGOALVERSIONTYPECODE | The goal status of the referenced goal. |
| 60 | GOALURL | VARCHAR2(4000) | Y | N | GOALURL | GOALURL | A URL resource associated with the goal. |
| 61 | REQUESTERPERSONID | NUMBER(18) | Y | N | REQUESTERPERSONID | REQUESTERPERSONID | The unique reference to the person requesting the goal. |
| 62 | REQUESTERPERSONNUMBER | VARCHAR2(30) | Y | N | REQUESTERPERSONNUMBER | REQUESTERPERSONNUMBER | The person number of the person requesting the goal. |
| 63 | GOALSOURCECODE | VARCHAR2(30) | Y | Y | GOALSOURCECODE | GOALSOURCECODE | The source of the goal assignment. |
| 64 | STATUSCODE | VARCHAR2(30) | Y | Y | STATUSCODE | STATUSCODE | The status of the goal. |
| 66 | GOALSUBTYPECODE | VARCHAR2(30) | Y | N | GOALSUBTYPECODE | GOALSUBTYPECODE | The subtype of the goal. |
| 67 | SUCCESSCRITERIAFILE | VARCHAR2(3000) | Y | N | SUCCESSCRITERIAFILE | SUCCESSCRITERIAFILE | The name of the text file containing the success criteria for the goal achievement. |
| 68 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 69 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | HardCode- DataMigration |
| 70 | ATTRIBUTE CATEGORY | VARCHAR2(150) | Y | N | ATTRIBUTE CATEGORY | ATTRIBUTE CATEGORY |  |
| 71 | ATTRIBUTE1 | VARCHAR2(150) | Y | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 72 | ATTRIBUTE2 | VARCHAR2(150) | Y | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 73 | ATTRIBUTE3 | VARCHAR2(150) | Y | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 74 | ATTRIBUTE4 | VARCHAR2(150) | Y | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 75 | ATTRIBUTE5 | VARCHAR2(150) | Y | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 76 | ATTRIBUTE6 | VARCHAR2(150) | Y | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 77 | ATTRIBUTE7 | VARCHAR2(150) | Y | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 78 | ATTRIBUTE8 | VARCHAR2(150) | Y | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 79 | ATTRIBUTE9 | VARCHAR2(150) | Y | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 80 | ATTRIBUTE10 | VARCHAR2(150) | Y | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 81 | ATTRIBUTE11 | VARCHAR2(150) | Y | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 82 | ATTRIBUTE12 | VARCHAR2(150) | Y | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 83 | ATTRIBUTE13 | VARCHAR2(150) | Y | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 84 | ATTRIBUTE14 | VARCHAR2(150) | Y | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 85 | ATTRIBUTE15 | VARCHAR2(150) | Y | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 86 | ATTRIBUTE\_NUMBER1 | NUMBER | Y | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 87 | ATTRIBUTE\_NUMBER2 | NUMBER | Y | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 88 | ATTRIBUTE\_NUMBER3 | NUMBER | Y | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 89 | ATTRIBUTE\_NUMBER4 | NUMBER | Y | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 90 | ATTRIBUTE\_NUMBER5 | NUMBER | Y | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 91 | ATTRIBUTE\_DATE1 | DATE | Y | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 92 | ATTRIBUTE\_DATE2 | DATE | Y | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 93 | ATTRIBUTE\_DATE3 | DATE | Y | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 94 | ATTRIBUTE\_DATE4 | DATE | Y | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 95 | ATTRIBUTE\_DATE5 | DATE | Y | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |
|  |  |  |  |  |  |  |  |

### Mapping

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

## GOAL TARGET OUTCOME PROFILE ITEM

Data File Name: XXMX\_HCM\_GTARGT\_OUTCME\_PFILE\_ITM\_STG.dat

Staging table: XXMX\_HCM\_GTARGT\_OUTCME\_PFILE\_ITM\_STG

Transform Table: XXMX\_HCM\_GTARGT\_OUTCME\_PFILE\_ITM\_XFM

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

Fusion Business Object: Goal Target Outcome Profile Item

| Col Seq | Field Name | Datatype | Include in Source File | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch-Required for Non-EBS Clients |
| 2 | MIGRATION\_SET\_ID | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(50) | N | N | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(20) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(200) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode- GoalTargetOutcomeProfileItem |
| 9 | PROFILEITEMID | NUMBER(18) | Y | Y | PROFILEITEMID | PROFILEITEMID | The application generated ID to uniquely identify the record. |
| 10 | GOALID | NUMBER(18) | Y | Y | GOALID | GOALID | A unique reference to the Goal this record is for |
| 11 | GOALNAME | VARCHAR2(400) | Y | N | GOALNAME | GOALNAME | The name of the goal this target outcome profile item is for. |
| 12 | GOALORGANIZATIONNAME | VARCHAR2(240) | Y | N | GOALORGANIZATIONNAME | GOALORGANIZATIONNAME | The name of the organization for the goal this target outcome profile item is for. |
| 13 | GOALSTARTDATE | DATE | Y | N | GOALSTARTDATE | GOALSTARTDATE | The start date of the goal this target outcome profile item is for. |
| 14 | GOALTARGETCOMPLETIONDATE | DATE | Y | N | GOALTARGETCOMPLETIONDATE | GOALTARGETCOMPLETIONDATE | The completion date of the goal this target outcome profile item is for. |
| 15 | GOALTYPECODE | VARCHAR2(80) | Y | N | GOALTYPECODE | GOALTYPECODE | The type of goal this target outcome profile item is for. |
| 16 | GOALVERSIONTYPECODE | VARCHAR2(80) | Y | N | GOALVERSIONTYPECODE | GOALVERSIONTYPECODE | The version type of the goal this target outcome profile item is for. |
| 17 | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(80) | Y | N | GOALWORKERASSIGNMENTNUMBER | GOALWORKERASSIGNMENTNUMBER | The number of the worker assignment associated with the goal this target outcome profile item is for. |
| 18 | GOALWORKERPERSONNUMBER | VARCHAR2(30) | Y | N | GOALWORKERPERSONNUMBER | GOALWORKERPERSONNUMBER | The number of the person associated with the goal this target outcome profile item is for. |
| 19 | CONTENTITEM | VARCHAR2(700) | Y | N | CONTENTITEM | CONTENTITEM | The name of the content item. |
| 20 | CONTENTITEMID | NUMBER(18) | Y | N | CONTENTITEMID | CONTENTITEMID | A unique reference to the content item. |
| 21 | CONTENTTYPE | VARCHAR2(240) | Y | N | CONTENTTYPE | CONTENTTYPE | The code that uniquely identifies the content type. |
| 22 | CONTENTTYPEID | NUMBER(18) | Y | Y | CONTENTTYPEID | CONTENTTYPEID | The surrogate ID of the content type. |
| 23 | COUNTRYCOUNTRYCODE | VARCHAR2(2) | Y | N | COUNTRYCOUNTRYCODE | COUNTRYCOUNTRYCODE | The code for the country in the geography table. |
| 24 | COUNTRYGEOGRAPHYCODE | VARCHAR2(30) | Y | N | COUNTRYGEOGRAPHYCODE | COUNTRYGEOGRAPHYCODE | The code for the country geography in the geography table. |
| 25 | COUNTRYID | NUMBER(18) | Y | N | COUNTRYID | COUNTRYID | The surrogate ID to uniquely identify the country geography. |
| 26 | DATEFROM | DATE | Y | Y | DATEFROM | DATEFROM | Start date of the profile item. |
| 27 | DATETO | DATE | Y | N | DATETO | DATETO | End date of the profile item. |
| 28 | IMPORTANCE | VARCHAR2(18) | Y | N | IMPORTANCE | IMPORTANCE | Relative importance. This field is used in Search and Compare Profiles. |
| 29 | INTERESTLEVEL | VARCHAR2(30) | Y | N | INTERESTLEVEL | INTERESTLEVEL | Level of interest. |
| 30 | ITEMDATE1 | DATE | Y | N | ItemDate1 | ItemDate1 | Date column in profile item; use in defining the profile properties. |
| 31 | ITEMDATE10 | DATE | Y | N | ItemDate10 | ItemDate10 | Date column in profile item; use in defining the profile properties. |
| 32 | ITEMDATE2 | DATE | Y | N | ItemDate2 | ItemDate2 | Date column in profile item; use in defining the profile properties. |
| 33 | ITEMDATE3 | DATE | Y | N | ItemDate3 | ItemDate3 | Date column in profile item; use in defining the profile properties. |
| 34 | ITEMDATE4 | DATE | Y | N | ItemDate4 | ItemDate4 | Date column in profile item; use in defining the profile properties. |
| 35 | ITEMDATE5 | DATE | Y | N | ItemDate5 | ItemDate5 | Date column in profile item; use in defining the profile properties. |
| 36 | ITEMDATE6 | DATE | Y | N | ItemDate6 | ItemDate6 | Date column in profile item; use in defining the profile properties. |
| 37 | ITEMDATE7 | DATE | Y | N | ItemDate7 | ItemDate7 | Date column in profile item; use in defining the profile properties. |
| 38 | ITEMDATE8 | DATE | Y | N | ItemDate8 | ItemDate8 | Date column in profile item; use in defining the profile properties. |
| 39 | ITEMDATE9 | DATE | Y | N | ItemDate9 | ItemDate9 | Date column in profile item; use in defining the profile properties. |
| 40 | ITEMDECIMAL1 | NUMBER(15) | Y | N | ItemDecimal1 | ItemDecimal1 | Decimal column in profile item; use in defining the profile properties. |
| 41 | ITEMDECIMAL2 | NUMBER(15) | Y | N | ITEMDECIMAL2 | ITEMDECIMAL2 | Decimal column in profile item; use in defining the profile properties. |
| 42 | ITEMDECIMAL3 | NUMBER(15) | Y | N | ITEMDECIMAL3 | ITEMDECIMAL3 | Decimal column in profile item; use in defining the profile properties. |
| 43 | ITEMDECIMAL4 | NUMBER(15) | Y | N | ITEMDECIMAL4 | ITEMDECIMAL4 | Decimal column in profile item; use in defining the profile properties. |
| 44 | ITEMDECIMAL5 | NUMBER(15) | Y | N | ITEMDECIMAL5 | ITEMDECIMAL5 | Decimal column in profile item; use in defining the profile properties. |
| 45 | ITEMNUMBER1 | NUMBER(18) | Y | N | ITEMNUMBER1 | ITEMNUMBER1 | Number column in profile item. |
| 46 | ITEMNUMBER10 | NUMBER(18) | Y | N | ITEMNUMBER10 | ITEMNUMBER10 | Number column in profile item. |
| 47 | ITEMNUMBER2 | NUMBER(18) | Y | N | ITEMNUMBER2 | ITEMNUMBER2 | Number column in profile item; |
| 48 | ITEMNUMBER3 | NUMBER(18) | Y | N | ITEMNUMBER3 | ITEMNUMBER3 | Number column in profile item; |
| 49 | ITEMNUMBER4 | NUMBER(18) | Y | N | ITEMNUMBER4 | ITEMNUMBER4 | Number column in profile item; |
| 50 | ITEMNUMBER5 | NUMBER(18) | Y | N | ITEMNUMBER5 | ITEMNUMBER5 | Number column in profile item; |
| 51 | ITEMNUMBER6 | NUMBER(18) | Y | N | ITEMNUMBER6 | ITEMNUMBER6 | Number column in profile item; |
| 52 | ITEMNUMBER7 | NUMBER(18) | Y | N | ITEMNUMBER7 | ITEMNUMBER7 | Number column in profile item; |
| 53 | ITEMNUMBER8 | NUMBER(18) | Y | N | ITEMNUMBER8 | ITEMNUMBER8 | Number column in profile item; |
| 54 | ITEMNUMBER9 | NUMBER(18) | Y | N | ITEMNUMBER9 | ITEMNUMBER9 | Number column in profile item; |
| 55 | ITEMTEXT20001 | VARCHAR2(2000) | Y | N | ITEMTEXT20001 | ITEMTEXT20001 | No translatable column in profile item; |
| 56 | ITEMTEXT20002 | VARCHAR2(2000) | Y | N | ITEMTEXT20002 | ITEMTEXT20002 | No translatable column in profile item; |
| 57 | ITEMTEXT20003 | VARCHAR2(2000) | Y | N | ITEMTEXT20003 | ITEMTEXT20003 | No translatable column in profile item; |
| 58 | ITEMTEXT20004 | VARCHAR2(2000) | Y | N | ITEMTEXT20004 | ITEMTEXT20004 | No translatable column in profile item; |
| 59 | ITEMTEXT20005 | VARCHAR2(2000) | Y | N | ITEMTEXT20005 | ITEMTEXT20005 | No translatable column in profile item; |
| 60 | ITEMTEXT2401 | VARCHAR2(2000) | Y | N | ITEMTEXT2401 | ITEMTEXT2401 | No translatable column in profile item; |
| 61 | ITEMTEXT24010 | VARCHAR2(240) | Y | N | ITEMTEXT24010 | ITEMTEXT24010 | No translatable column in profile item; |
| 62 | ITEMTEXT24011 | VARCHAR2(240) | Y | N | ITEMTEXT24011 | ITEMTEXT24011 | No translatable column in profile item; |
| 63 | ITEMTEXT24012 | VARCHAR2(240) | Y | N | ITEMTEXT24012 | ITEMTEXT24012 | No translatable column in profile item; |
| 64 | ITEMTEXT24013 | VARCHAR2(240) | Y | N | ITEMTEXT24013 | ITEMTEXT24013 | No translatable column in profile item; |
| 65 | ITEMTEXT24014 | VARCHAR2(240) | Y | N | ITEMTEXT24014 | ITEMTEXT24014 | No translatable column in profile item; |
| 66 | ITEMTEXT24015 | VARCHAR2(240) | Y | N | ITEMTEXT24015 | ITEMTEXT24015 | No translatable column in profile item; |
| 67 | ITEMTEXT2402 | VARCHAR2(240) | Y | N | ITEMTEXT2402 | ITEMTEXT2402 | No translatable column in profile item; |
| 68 | ITEMTEXT2403 | VARCHAR2(240) | Y | N | ITEMTEXT2403 | ITEMTEXT2403 | No translatable column in profile item; |
| 69 | ITEMTEXT2404 | VARCHAR2(240) | Y | N | ITEMTEXT2404 | ITEMTEXT2404 | No translatable column in profile item; |
| 70 | ITEMTEXT2405 | VARCHAR2(240) | Y | N | ITEMTEXT2405 | ITEMTEXT2405 | No translatable column in profile item; |
| 71 | ITEMTEXT2406 | VARCHAR2(240) | Y | N | ITEMTEXT2406 | ITEMTEXT2406 | No translatable column in profile item; |
| 72 | ITEMTEXT2407 | VARCHAR2(240) | Y | N | ITEMTEXT2407 | ITEMTEXT2407 | No translatable column in profile item; |
| 73 | ITEMTEXT2408 | VARCHAR2(240) | Y | N | ITEMTEXT2408 | ITEMTEXT2408 | No translatable column in profile item; |
| 74 | ITEMTEXT2409 | VARCHAR2(240) | Y | N | ITEMTEXT2409 | ITEMTEXT2409 | No translatable column in profile item; |
| 75 | ITEMTEXT301 | VARCHAR2(30) | Y | N | ITEMTEXT301 | ITEMTEXT301 | No translatable column in profile item; |
| 76 | ITEMTEXT3010 | VARCHAR2(30) | Y | N | ITEMTEXT3010 | ITEMTEXT3010 | No translatable column in profile item; |
| 77 | ITEMTEXT3011 | VARCHAR2(30) | Y | N | ITEMTEXT3011 | ITEMTEXT3011 | No translatable column in profile item; |
| 78 | ITEMTEXT3012 | VARCHAR2(30) | Y | N | ITEMTEXT3012 | ITEMTEXT3012 | No translatable column in profile item; |
| 79 | ITEMTEXT3013 | VARCHAR2(30) | Y | N | ITEMTEXT3013 | ITEMTEXT3013 | No translatable column in profile item; |
| 80 | ITEMTEXT3014 | VARCHAR2(30) | Y | N | ITEMTEXT3014 | ITEMTEXT3014 | No translatable column in profile item; |
| 81 | ITEMTEXT3015 | VARCHAR2(30) | Y | N | ITEMTEXT3015 | ITEMTEXT3015 | No translatable column in profile item; |
| 82 | ITEMTEXT302 | VARCHAR2(30) | Y | N | ITEMTEXT302 | ITEMTEXT302 | No translatable column in profile item; |
| 83 | ITEMTEXT303 | VARCHAR2(30) | Y | N | ITEMTEXT303 | ITEMTEXT303 | No translatable column in profile item; |
| 84 | ITEMTEXT304 | VARCHAR2(30) | Y | N | ITEMTEXT304 | ITEMTEXT304 | No translatable column in profile item; |
| 85 | ITEMTEXT305 | VARCHAR2(30) | Y | N | ITEMTEXT305 | ITEMTEXT305 | No translatable column in profile item; |
| 86 | ITEMTEXT306 | VARCHAR2(30) | Y | N | ITEMTEXT306 | ITEMTEXT306 | No translatable column in profile item; |
| 87 | ITEMTEXT307 | VARCHAR2(30) | Y | N | ITEMTEXT307 | ITEMTEXT307 | No translatable column in profile item; |
| 88 | ITEMTEXT308 | VARCHAR2(30) | Y | N | ITEMTEXT308 | ITEMTEXT308 | No translatable column in profile item; |
| 89 | ITEMTEXT309 | VARCHAR2(30) | Y | N | ITEMTEXT309 | ITEMTEXT309 | No translatable column in profile item; |
| 90 | MANDATORY | VARCHAR2(30) | Y | N | MANDATORY | MANDATORY | Specify Y if the profile item is required. |
| 91 | PROFILECODE | VARCHAR2(30) | Y | N | PROFILECODE | PROFILECODE | A unique code that identifies the profile. |
| 92 | PROFILEID | NUMBER(18) | Y | Y | PROFILEID | PROFILEID | The surrogate ID for the talent profile. |
| 93 | QUALIFIERCODE1 | VARCHAR2 | Y | N | QUALIFIERCODE1 | QUALIFIERCODE1 | The code that identifies the qualifier. |
| 94 | QUALIFIERID1 | NUMBER(18) | Y | N | QUALIFIERID1 | QUALIFIERID1 | The surrogate ID of the instance qualifier used in the profile item. |
| 95 | QUALIFIERCODE2 | VARCHAR2(30) | Y | N | QUALIFIERCODE2 | QUALIFIERCODE2 | The code that identifies the qualifier. |
| 96 | QUALIFIERID2 | NUMBER(18) | Y | N | QUALIFIERID2 | QUALIFIERID2 | The surrogate ID of the instance qualifier used in the profile item. |
| 97 | QUALIFIERSETCODE1 | VARCHAR2 | Y | N | QUALIFIERSETCODE1 | QUALIFIERSETCODE1 | The code that identifies the set for qualifier 1. |
| 98 | QUALIFIERSETCODE2 | VARCHAR2 | Y | N | QUALIFIERSETCODE2 | QUALIFIERSETCODE2 | The code that identifies the set for qualifier 2. |
| 99 | RATINGLEVELCODE1 | VARCHAR2(30) | Y | N | RATINGLEVELCODE1 | RATINGLEVELCODE1 | The code that uniquely identifies the rating level. |
| 100 | RATINGLEVELID1 | NUMBER(18) | Y | N | RATINGLEVELID1 | RATINGLEVELID1 | A unique reference to the rating level. |
| 101 | RATINGLEVELCODE2 | VARCHAR2(30) | Y | N | RATINGLEVELCODE2 | RATINGLEVELCODE2 | The code that uniquely identifies the rating level. |
| 102 | RATINGLEVELID2 | NUMBER(18) | Y | N | RATINGLEVELID2 | RATINGLEVELID2 | A unique reference to the rating level. |
| 103 | RATINGLEVELCODE3 | VARCHAR2(30) | Y | N | RATINGLEVELCODE3 | RATINGLEVELCODE3 | The code that uniquely identifies the rating level. |
| 104 | RATINGLEVELID3 | NUMBER(18) | Y | N | RATINGLEVELID3 | RATINGLEVELID3 | A unique reference to the rating level. |
| 105 | RATINGMODELCODE1 | VARCHAR2(30) | Y | N | RATINGMODELCODE1 | RATINGMODELCODE1 | The code that uniquely identifies the rating model. |
| 106 | RATINGMODELID1 | NUMBER(18) | Y | N | RATINGMODELID1 | RATINGMODELID1 | A unique reference to the rating model. |
| 107 | RATINGMODELCODE2 | VARCHAR2(30) | Y | N | RATINGMODELCODE2 | RATINGMODELCODE2 | The code that uniquely identifies the rating model. |
| 108 | RATINGMODELID2 | NUMBER(18) | Y | N | RATINGMODELID2 | RATINGMODELID2 | A unique reference to the rating model. |
| 109 | RATINGMODELCODE3 | VARCHAR2(30) | Y | N | RATINGMODELCODE3 | RATINGMODELCODE3 | The code that uniquely identifies the rating model. |
| 110 | RATINGMODELID3 | NUMBER(18) | Y | N | RATINGMODELID3 | RATINGMODELID3 | A unique reference to the rating model. |
| 111 | SECTIONID | NUMBER(18) | Y | N | SECTIONID | SECTIONID | A unique reference to the rating model. |
| 112 | SECTIONNAME | VARCHAR2 | Y | N | SECTIONNAME | SECTIONNAME | A unique reference to the profile content section. |
| 113 | SOURCEID | NUMBER(18) | Y | N | SOURCEID | SOURCEID | The name of the profile content section. |
| 114 | SOURCEKEY1 | NUMBER(18) | Y | N | SOURCEKEY1 | SOURCEKEY1 | A unique reference to the source of the profile. |
| 115 | SOURCEKEY2 | NUMBER(18) | Y | N | SOURCEKEY2 | SOURCEKEY2 | Alternative source key. |
| 116 | SOURCEKEY3 | NUMBER(18) | Y | N | SOURCEKEY3 | SOURCEKEY3 | Alternative source key. |
| 117 | SOURCETYPE | VARCHAR2(30) | Y | N | SOURCETYPE | SOURCETYPE | Alternative source key. |
| 118 | STATECOUNTRYCODE | VARCHAR2 | Y | N | STATECOUNTRYCODE | STATECOUNTRYCODE | The source type. |
| 119 | STATEGEOGRAPHYCODE | VARCHAR2(360) | Y | N | STATEGEOGRAPHYCODE | STATEGEOGRAPHYCODE | The code for the state country in the geography table. |
| 120 | STATEPROVINCEID | NUMBER(18) | Y | N | STATEPROVINCEID | STATEPROVINCEID | The code for the state geography in the geography table. |
| 121 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | The unique reference to the geography table |
| 122 | SOURCESYSTEMOWNER | VARCHAR2(150) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 123 | ATTRIBUTE CATEGORY | VARCHAR2(150) | Y | N | ATTRIBUTE CATEGORY | ATTRIBUTE CATEGORY |  |
| 124 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 125 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 126 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 127 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 128 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 129 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 130 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 131 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 132 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 133 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 134 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 135 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 136 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 137 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 138 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 139 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 140 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 141 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 142 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 143 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 144 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 145 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 146 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 147 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 148 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## GOAL ACCESS

Data File Name: XXMX\_HCM\_GOAL\_ACCESS\_STG.dat

Staging table: XXMX\_HCM\_GOAL\_ACCESS\_STG

Transform Table: XXMX\_HCM\_GOAL\_ACCESS\_XFM

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

Fusion Business Object: Goal Access

| Col Seq | Field Name | Datatype | Include in Source File | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch-Required for Non-EBS Clients |
| 2 | MIGRATION\_SET\_ID | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(150) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(20) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(200) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode- GoalAccess |
| 9 | GOALACCESSID | NUMBER(18) | Y | Y | GOALACCESSID | GOALACCESSID | The surrogate ID for the goal access record. |
| 10 | GOALACCESSPERSONNUMBER | VARCHAR2(30) | Y | N | GOALACCESSPERSONNUMBER | GOALACCESSPERSONNUMBER | The number of the person that the goal is shared with. |
| 11 | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(50) | Y | N | GOALWORKERASSIGNMENTNUMBER | GOALWORKERASSIGNMENTNUMBER | The number of the assignment associated with the goal being shared. |
| 12 | GOALNAME | VARCHAR2(400) | Y | N | GOALNAME | GOALNAME | The name of the goal being shared. |
| 13 | GOALORGANIZATIONNAME | VARCHAR2(240) | Y | N | GOALORGANIZATIONNAME | GOALORGANIZATIONNAME | The name of the organization for the goal, if sharing an organization goal. |
| 14 | GOALWORKERPERSONNUMBER | VARCHAR2(30) | Y | N | GOALWORKERPERSONNUMBER | GOALWORKERPERSONNUMBER | The number of the person associated with the goal being shared. |
| 15 | GOALSTARTDATE | DATE | Y | N | GOALSTARTDATE | GOALSTARTDATE | The start date of the goal being shared. |
| 16 | GOALTARGETCOMPLETIONDATE | DATE | Y | N | GOALTARGETCOMPLETIONDATE | GOALTARGETCOMPLETIONDATE | The completion date of the goal being shared |
| 17 | GOALTYPECODE | VARCHAR2(30) | Y | N | GOALTYPECODE | GOALTYPECODE | The type of goal being shared. |
| 18 | GOALVERSIONTYPECODE | VARCHAR2(30) | Y | N | GOALVERSIONTYPECODE | GOALVERSIONTYPECODE | The version type of the goal being shared. |
| 19 | GOALID | NUMBER(18) | Y | Y | GOALID | GOALID | A unique reference to the goal being shared. |
| 20 | PERSONID | NUMBER(18) | Y | Y | PERSONID | PERSONID | A unique reference to the person that the goal is shared with. |
| 21 | GOALACTIONACCESSFLAG | VARCHAR2(30) | Y | Y | GOALACTIONACCESSFLAG | GOALACTIONACCESSFLAG | Indicates if the goal tasks should be accessible by the referenced person. |
| 22 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 23 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 24 | ATTRIBUTE CATEGORY | VARCHAR2(150) | Y | 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 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 36 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 37 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 38 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 39 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 40 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 41 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 42 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 43 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 44 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 45 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 46 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 47 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 48 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 49 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## Goal Action

Data File Name: XXMX\_HCM\_GOAL\_ACTION\_STG.dat

Staging table: XXMX\_HCM\_GOAL\_ACTION\_STG

Transform Table: XXMX\_HCM\_GOAL\_ACTION\_XFM

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

Fusion Business Object: Goal Action

| Col Seq | Field Name | Datatype | Include in Source File | 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 | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(20) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(200) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode- GoalAction |
| 9 | GOALACTIONID | NUMBER(18) | Y | Y | GOALACTIONID | GOALACTIONID | The surrogate ID for the goal task. |
| 10 | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(50) | Y | N | GOALWORKERASSIGNMENTNUMBER | GOALWORKERASSIGNMENTNUMBER | The number of the assignment associated with the goal this task is for. |
| 11 | GOALNAME | VARCHAR2(400) | Y | N | GOALNAME | GOALNAME | The name of the goal this task is for. |
| 12 | GOALORGANIZATIONNAME | VARCHAR2(240) | Y | N | GOALORGANIZATIONNAME | GOALORGANIZATIONNAME | The name of the organization for the goal, if this task is for an organization goal. |
| 13 | GOALWORKERPERSONNUMBER | VARCHAR2(30) | Y | N | GOALWORKERPERSONNUMBER | GOALWORKERPERSONNUMBER | The number of the person associated with the goal this task is for. |
| 14 | GOALSTARTDATE | DATE | Y | N | GOALSTARTDATE | GOALSTARTDATE | The start date of the goal this task is for. |
| 15 | GOALTARGETCOMPLETIONDATE | DATE | Y | N | GOALTARGETCOMPLETIONDATE | GOALTARGETCOMPLETIONDATE | The completion date of the goal this task is for. |
| 16 | GOALTYPECODE | VARCHAR2(30) | Y | N | GOALTYPECODE | GOALTYPECODE | The type of goal this task is for. |
| 17 | GOALVERSIONTYPECODE | VARCHAR2(30) | Y | N | GOALVERSIONTYPECODE | GOALVERSIONTYPECODE | The version type of the goal this task is for. |
| 18 | ACTIONNAME | VARCHAR2(240) | Y | Y | ACTIONNAME | ACTIONNAME | The name of the goal task. |
| 19 | STARTDATE | DATE | Y | N | STARTDATE | STARTDATE | The start date of the task. |
| 20 | ACTIONTYPECODE | VARCHAR2(30) | Y | Y | ACTIONTYPECODE | ACTIONTYPECODE | The type of task. |
| 21 | GOALID | NUMBER(18) | Y | Y | GOALID | GOALID | A unique reference to the goal the task is for. |
| 22 | COMMENTS | VARCHAR2(4000) |  |  | COMMENTS | COMMENTS | Comments related to the task progress. |
| 23 | PERCENTCOMPLETECODE | VARCHAR2(30) | Y | N | PERCENTCOMPLETECODE | PERCENTCOMPLETECODE | The task completion percentage code. |
| 24 | PRIORITYCODE | VARCHAR2(30) | Y | N | PRIORITYCODE | PRIORITYCODE | The priority of the task. |
| 25 | ACTIONURL | VARCHAR2(4000) | Y | N | ACTIONURL | ACTIONURL | A URL resource associated with the task. |
| 26 | STATUSCODE | VARCHAR2(30) | Y | N | STATUSCODE | STATUSCODE | The task status. |
| 27 | TARGETCOMPLETIONDATE | DATE | Y | N | TARGETCOMPLETIONDATE | TARGETCOMPLETIONDATE | The target date to achieve the task. |
| 28 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 29 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 30 | ATTRIBUTE\_CATEGORY | VARCHAR2(150) | Y | 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 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 42 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 43 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 44 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 45 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 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 |
|  |  |

## Goal Alignment

Data File Name: XXMX\_HCM\_GOAL\_ALIGNMENT\_STG.dat

Staging table: XXMX\_HCM\_GOAL\_ALIGNMENT\_STG

Transform Table: XXMX\_HCM\_GOAL\_ALIGNMENT\_XFM

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

Fusion Business Object: Goal Alignment

| Col Seq | Field Name | Datatype | Include in Source File | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch-Required for Non-EBS Clients |
| 2 | MIGRATION\_SET\_ID | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(50) | N | N | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(20) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(200) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode- GoalAlignment |
| 9 | GOALALIGNMENTID | NUMBER (18) | Y | Y | GOALALIGNMENTID | GOALALIGNMENTID | The surrogate ID for the goal alignment record |
| 10 | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(50) | Y | N | GOALWORKERASSIGNMENTNUMBER | GOALWORKERASSIGNMENTNUMBER | The number of the worker assignment associated with the goal this alignment is for. |
| 11 | GOALNAME | VARCHAR2(400) | Y | N | GOALNAME | GOALNAME | The name of the goal this alignment is for. |
| 12 | GOALORGANIZATIONNAME | VARCHAR2(240) | Y | N | GOALORGANIZATIONNAME | GOALORGANIZATIONNAME | The name of the organization for the goal, if aligning an organization goal. |
| 13 | GOALWORKERPERSONNUMBER | VARCHAR2(30) | Y | N | GOALWORKERPERSONNUMBER | GOALWORKERPERSONNUMBER | The number of the person associated with the goal this alignment is for. |
| 14 | GOALSTARTDATE | DATE | Y | N | GOALSTARTDATE | GOALSTARTDATE | The start date of the goal this alignment is for. |
| 15 | GOALTARGETCOMPLETIONDATE | DATE | Y | N | GOALTARGETCOMPLETIONDATE | GOALTARGETCOMPLETIONDATE | The completion date of the goal this alignment is for. |
| 16 | GOALTYPECODE | VARCHAR2(30) | Y | N | GOALTYPECODE | GOALTYPECODE | The type of goal this alignment is for. |
| 17 | GOALVERSIONTYPECODE | VARCHAR2(30) | Y | N | GOALVERSIONTYPECODE | GOALVERSIONTYPECODE | The version type of the goal this alignment is for. |
| 18 | GOALID | NUMBER (18) | Y | Y | GOALID | GOALID | A unique reference to the goal this alignment is for. |
| 19 | ALIGNEDGOALID | NUMBER (18) | Y | Y | ALIGNEDGOALID | ALIGNEDGOALID | A unique reference to the alignment goal. |
| 20 | ALIGNEDGOALWORKERPERSONNUMBER | VARCHAR2(30) | Y | N | ALIGNEDGOALWORKERPERSONNUMBER | ALIGNEDGOALWORKERPERSONNUMBER | The number of the person associated with the alignment goal. |
| 21 | ALIGNEDGOALWORKERASSIGNMENTNUMBER | VARCHAR2(30) | Y | N | ALIGNEDGOALWORKERASSIGNMENTNUMBER | ALIGNEDGOALWORKERASSIGNMENTNUMBER | The number of the worker assignment associated with the alignment goal. |
| 22 | ALIGNEDGOALNAME | VARCHAR2 | Y | N | ALIGNEDGOALNAME | ALIGNEDGOALNAME | The name of the alignment goal. |
| 23 | ALIGNEDGOALORGANIZATIONNAME | VARCHAR2(240) | Y | N | ALIGNEDGOALORGANIZATIONNAME | ALIGNEDGOALORGANIZATIONNAME | The name of the organization for the alignment goal. |
| 24 | ALIGNEDGOALSTARTDATE | DATE | Y | N | ALIGNEDGOALSTARTDATE | ALIGNEDGOALSTARTDATE | The start date of the alignment goal. |
| 25 | ALIGNEDGOALTARGETCOMPLETIONDATE | DATE | Y | N | ALIGNEDGOALTARGETCOMPLETIONDATE | ALIGNEDGOALTARGETCOMPLETIONDATE | The target completion date for the alignment goal. |
| 26 | ALIGNEDGOALTYPECODE | VARCHAR2(30) | Y | N | ALIGNEDGOALTYPECODE | ALIGNEDGOALTYPECODE | The type of alignment goal. |
| 27 | ALIGNEDGOALVERSIONTYPECODE | VARCHAR2(30) | Y | N | ALIGNEDGOALVERSIONTYPECODE | ALIGNEDGOALVERSIONTYPECODE | The version type of the alignment goal. |
| 28 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 29 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 30 | ATTRIBUTE\_CATEGORY | VARCHAR2(150) | Y | 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 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 42 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 43 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 44 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 45 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 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 |
|  |  |

## Goal Plan Goal

Data File Name: XXMX\_HCM\_GOAL\_PLAN\_GOAL\_STG.dat

Staging table: XXMX\_HCM\_GOAL\_PLAN\_GOAL\_STG

Transform Table: XXMX\_HCM\_GOAL\_PLAN\_GOAL\_XFM

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

Fusion Business Object: Goal Plan

| Col Seq | Field Name | Datatype | Include in Source File | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch-Required for Non-EBS Clients |
| 2 | MIGRATION\_SET\_ID | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(150) | Y | Y | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(20) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(200) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode- GoalPlanGoal |
| 9 | GOALPLANGOALID | NUMBER (18) | Y | Y | GOALPLANGOALID | GOALPLANGOALID | The surrogate ID for the association of the goal to the goal plan. |
| 10 | GOALPLANENDDATE | DATE | Y | N | GOALPLANENDDATE | GOALPLANENDDATE | The end date of the goal plan. |
| 11 | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(50) | Y | N | GOALWORKERASSIGNMENTNUMBER | GOALWORKERASSIGNMENTNUMBER | The number of the worker assignment associated with the goal. |
| 12 | GOALNAME | VARCHAR2(400) | Y | N | GOALNAME | GOALNAME | The name of the goal. |
| 13 | GOALORGANIZATIONNAME | VARCHAR2(240) | Y | N | GOALORGANIZATIONNAME | GOALORGANIZATIONNAME | The name of the organization for the goal. |
| 14 | GOALWORKERPERSONNUMBER | VARCHAR2(30) | Y | N | GOALWORKERPERSONNUMBER | GOALWORKERPERSONNUMBER | The number of the person associated with the goal. |
| 15 | GOALPLANEXTERNALID | VARCHAR2(250) | Y | N | GOALPLANEXTERNALID | GOALPLANEXTERNALID | A unique reference to the goal plan in an external system. |
| 16 | GOALPLANNAME | VARCHAR2(400) | Y | N | GOALPLANNAME | GOALPLANNAME | The name of the goal plan. |
| 17 | GOALSTARTDATE | DATE |  | N | GOALSTARTDATE | GOALSTARTDATE | The start date of the goal. |
| 18 | GOALTARGETCOMPLETIONDATE | DATE | Y | N | GOALTARGETCOMPLETIONDATE | GOALTARGETCOMPLETIONDATE | The completion date of the goal. |
| 19 | GOALTYPECODE | VARCHAR2(30) | Y | N | GOALTYPECODE | GOALTYPECODE | The type of goal. |
| 20 | GOALVERSIONTYPECODE | VARCHAR2(30) | Y | N | GOALVERSIONTYPECODE | GOALVERSIONTYPECODE | The version type of the goal. |
| 21 | GOALPLANSTARTDATE | DATE | Y | N | GOALPLANSTARTDATE | GOALPLANSTARTDATE | The start date of the goal plan. |
| 22 | GOALID | NUMBER (18) | Y | Y | GOALID | GOALID | A unique reference to the goal to associate with the goal plan. |
| 23 | ASSIGNMENTID | NUMBER (18) | Y | N | ASSIGNMENTID | ASSIGNMENTID | The unique reference to the assignment this goal is for. For worker goals reference the worker's assignment the goal is for. |
| 24 | GOALPLANID | NUMBER (18) | Y | Y | GOALPLANID | GOALPLANID | A unique reference to the goal plan to associate the goal with. |
| 25 | GOALPLANSETEXTERNALID | VARCHAR2(250) | Y | N | GOALPLANSETEXTERNALID | GOALPLANSETEXTERNALID | The reference to the goal plan set associated with the goal plan that includes the goal. |
| 26 | GOALPLANSETID | NUMBER (18) | Y | N | GOALPLANSETID | GOALPLANSETID | A unique reference to the goal plan set associated with the goal plan that includes the goal. |
| 27 | PRIORITYCODE | VARCHAR2(30) | Y | N | PRIORITYCODE | PRIORITYCODE | The priority of the goal. |
| 28 | REVIEWPERIODID | NUMBER (18) | Y | N | REVIEWPERIODID | REVIEWPERIODID | A unique reference to the review period that the goal plan is associated with. |
| 29 | REVIEWPERIODNAME | VARCHAR2(400) | Y | N | REVIEWPERIODNAME | REVIEWPERIODNAME | The name of the review period that the goal plan is associated with. |
| 30 | WEIGHTING | NUMBER (5) | Y | N | WEIGHTING | WEIGHTING | The weight or importance of a goal relative to other goals in the same goal plan. Expressed as a percentage. Mandatory if the goal plan enforces the 100% sum of weights rule. |
| 31 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 32 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 33 | ATTRIBUTE\_CATEGORY | VARCHAR2(150) | Y | N | ATTRIBUTE\_CATEGORY | ATTRIBUTE\_CATEGORY |  |
| 34 | ATTRIBUTE1 | VARCHAR2(150) | N | N | ATTRIBUTE1 | ATTRIBUTE1 |  |
| 35 | ATTRIBUTE2 | VARCHAR2(150) | N | N | ATTRIBUTE2 | ATTRIBUTE2 |  |
| 36 | ATTRIBUTE3 | VARCHAR2(150) | N | N | ATTRIBUTE3 | ATTRIBUTE3 |  |
| 37 | ATTRIBUTE4 | VARCHAR2(150) | N | N | ATTRIBUTE4 | ATTRIBUTE4 |  |
| 38 | ATTRIBUTE5 | VARCHAR2(150) | N | N | ATTRIBUTE5 | ATTRIBUTE5 |  |
| 39 | ATTRIBUTE6 | VARCHAR2(150) | N | N | ATTRIBUTE6 | ATTRIBUTE6 |  |
| 40 | ATTRIBUTE7 | VARCHAR2(150) | N | N | ATTRIBUTE7 | ATTRIBUTE7 |  |
| 41 | ATTRIBUTE8 | VARCHAR2(150) | N | N | ATTRIBUTE8 | ATTRIBUTE8 |  |
| 42 | ATTRIBUTE9 | VARCHAR2(150) | N | N | ATTRIBUTE9 | ATTRIBUTE9 |  |
| 43 | ATTRIBUTE10 | VARCHAR2(150) | N | N | ATTRIBUTE10 | ATTRIBUTE10 |  |
| 44 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 45 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 46 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 47 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 48 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 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 |
|  |  |

## Goal Target Outcome

Data File Name: XXMX\_HCM\_GTARGET\_OUTCOME\_STG.dat

Staging table: XXMX\_HCM\_GTARGET\_OUTCOME\_STG

Transform Table: XXMX\_HCM\_GTARGET\_OUTCOME\_XFM

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

Fusion Business Object: Goal Target Outcome

| Col Seq | Field Name | Datatype | Include in Source File | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch-Required for Non-EBS Clients |
| 2 | MIGRATION\_SET\_ID | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(50) | N | N | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(150) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(150) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode-GoalTargetOutcome |
| 9 | GOALTARGETOUTCOMEID | NUMBER (18) | Y | Y | GOALTARGETOUTCOMEID | GOALTARGETOUTCOMEID | The surrogate ID for the target outcome. Only available when updating existing records. |
| 10 | CONTENTITEMNAME | VARCHAR2(700) | Y | N | CONTENTITEMNAME | CONTENTITEMNAME | The name of the content item for this target outcome. |
| 11 | CONTENTTYPECONTEXTNAME | VARCHAR2(240) | Y | N | CONTENTTYPECONTEXTNAME | CONTENTTYPECONTEXTNAME | The name of the content type context name for this target outcome. |
| 12 | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(50) | N | N | GOALWORKERASSIGNMENTNUMBER | GOALWORKERASSIGNMENTNUMBER | The number of the worker assignment associated with the goal this target outcome is for. |
| 13 | GOALNAME | VARCHAR2(400) | N | N | GOALNAME | GOALNAME | The name of the goal this target outcome is for. |
| 14 | GOALORGANIZATIONNAME | VARCHAR2(240) | Y | N | GOALORGANIZATIONNAME | GOALORGANIZATIONNAME | The name of the organization for the goal this target outcome is for. |
| 15 | GOALWORKERPERSONNUMBER | VARCHAR2(30) | Y | N | GOALWORKERPERSONNUMBER | GOALWORKERPERSONNUMBER | The number of the person associated with the goal. |
| 16 | GOALSTARTDATE | DATE | Y | N | GOALSTARTDATE | GOALSTARTDATE | The start date of the goal this target outcome is for. |
| 17 | GOALTARGETCOMPLETIONDATE | DATE | Y | N | GOALTARGETCOMPLETIONDATE | GOALTARGETCOMPLETIONDATE | The completion date of the goal this target outcome is for. |
| 18 | GOALTYPECODE | VARCHAR2(30) | Y | N | GOALTYPECODE | GOALTYPECODE | The type of goal this target outcome is for. |
| 19 | GOALVERSIONTYPECODE | VARCHAR2(30) | Y | N | GOALVERSIONTYPECODE | GOALVERSIONTYPECODE | The version type of the goal this target outcome is for. |
| 20 | GOALID | NUMBER (18) | Y | Y | GOALID | GOALID | A unique reference to the goal this target outcome is for. |
| 21 | COMMENTS | VARCHAR2(4000) | Y | N | COMMENTS | COMMENTS | Comments for this target outcome entry. |
| 22 | CONTENTITEMID | NUMBER (18) | Y | Y | CONTENTITEMID | CONTENTITEMID | A unique reference to the content item for this target outcome. |
| 23 | CONTENTITEMTYPEID | NUMBER (18) | Y | Y | CONTENTITEMTYPEID | CONTENTITEMTYPEID | A unique reference to the content item type for this target outcome. |
| 24 | APPROVEDRATINGCODE | VARCHAR2(30) | Y | N | APPROVEDRATINGCODE | APPROVEDRATINGCODE | The code for the manager approved rating. Used only for Competencies and Languages. |
| 25 | APPROVEDRATINGID | NUMBER (18) | Y | N | APPROVEDRATINGID | APPROVEDRATINGID | A unique reference to the manager approved rating level associated with this target outcome. Used only for Competencies and Languages. |
| 26 | CONTENTSOURCECODE | VARCHAR2(30) | Y | N | CONTENTSOURCECODE | CONTENTSOURCECODE | The source of the content referred to in the target outcome. |
| 27 | TARGETRATINGLEVELCODE3 | VARCHAR2(30) | Y | N | TARGETRATINGLEVELCODE3 | TARGETRATINGLEVELCODE3 | The code for the speaking proficiency level for this target outcome. Used only for Languages. |
| 28 | TARGETRATINGLEVELID3 | NUMBER (18) | Y | N | TARGETRATINGLEVELID3 | TARGETRATINGLEVELID3 | A unique reference to the speaking target rating level associated with this target outcome. Used only for Languages. |
| 29 | TARGETRATINGLEVELCODE | VARCHAR2(30) | Y | N | TARGETRATINGLEVELCODE | TARGETRATINGLEVELCODE | The code for the first target rating level. Used only for Competencies and Languages. |
| 30 | TARGETRATINGLEVELID | NUMBER (18) | Y | N | TARGETRATINGLEVELID | TARGETRATINGLEVELID | A unique reference to the first target rating level associated with this target outcome. Used only for Competencies and Languages. |
| 31 | TARGETRATINGLEVELCODE2 | VARCHAR2(30) | Y | N | TARGETRATINGLEVELCODE2 | TARGETRATINGLEVELCODE2 | The code for the writing proficiency level for this target outcome. Used only for Languages. |
| 32 | TARGETRATINGLEVELID2 | NUMBER (18) | Y | N | TARGETRATINGLEVELID2 | TARGETRATINGLEVELID2 | A unique reference to the writing target rating level associated with this target outcome. Used only for Languages. |
| 33 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 34 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 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 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 47 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 48 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 49 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 50 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 51 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 52 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 53 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 54 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 56 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 57 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 58 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 59 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 6O | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 61 | ATTRIBUTE\_DATE5 | DATE | N | N | ATTRIBUTE\_DATE5 | ATTRIBUTE\_DATE5 |  |

### Mapping

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

## Goal Measurement

Data File Name: XXMX\_HCM\_GOAL\_MEASUREMENT\_STG.dat

Staging table: XXMX\_HCM\_GOAL\_MEASUREMENT\_STG

Transform Table: XXMX\_HCM\_GOAL\_MEASUREMENT\_XFM

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

Fusion Business Object: Goal Measurement

| Col Seq | Field Name | Datatype | Include in Source File | Req | Staging Table Column | Transform Table Column | Comments |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | FILE\_SET\_ID | VARCHAR2(30) | Y | Y | FILE\_SET\_ID | FILE\_SET\_ID | Identifier for every Batch-Required for Non-EBS Clients |
| 2 | MIGRATION\_SET\_ID | NUMBER | N | N | MIGRATION\_SET\_ID | MIGRATION\_SET\_ID | New name for every extract |
| 3 | MIGRATION\_SET\_NAME | VARCHAR2(150) | Y | Y | MIGRATION\_SET\_NAME | MIGRATION\_SET\_NAME | Required for EBS Clients |
| 4 | MIGRATION\_STATUS | VARCHAR2(50) | N | N | MIGRATION\_STATUS | MIGRATION\_STATUS | Hardcode- ‘Extracted’ |
| 5 | BG\_NAME | VARCHAR2(240) | Y | N | BG\_NAME | BG\_NAME | Required to find the Legal Employer /Tax Reporting Unit in Fusion. |
| 6 | BG\_ID | NUMBER (15) | N | N | BG\_ID | BG\_ID |  |
| 7 | METADATA | VARCHAR2(20) | Y | Y | METADATA | METADATA | Hardcode- MERGE |
| 8 | OBJECTNAME | VARCHAR2(20) | Y | Y | OBJECTNAME | OBJECTNAME | Hardcode- GoalMeasurement |
| 9 | MEASUREMENTID | NUMBER (18) | Y | Y | MEASUREMENTID | MEASUREMENTID | The surrogate ID for the goal measurement record. Only available when updating existing goal measurement records. |
| 10 | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(50) | Y | N | GOALWORKERASSIGNMENTNUMBER | GOALWORKERASSIGNMENTNUMBER | The number of the assignment associated with the goal this measurement is for. |
| 11 | GOALNAME | VARCHAR2(400) | Y | N | GOALNAME | GOALNAME | The name of the goal this measurement is for. |
| 12 | GOALORGANIZATIONNAME | VARCHAR2(240) | Y | N | GOALORGANIZATIONNAME | GOALORGANIZATIONNAME | The name of the organization for the goal this measurement is for. |
| 13 | GOALWORKERPERSONNUMBER | VARCHAR2(30) | Y | N | GOALWORKERPERSONNUMBER | GOALWORKERPERSONNUMBER | The number of the person associated with the goal this measurement is for. |
| 14 | GOALSTARTDATE | DATE | Y | N | GOALSTARTDATE | GOALSTARTDATE | The start date of the goal this measurement is for. |
| 15 | GOALTARGETCOMPLETIONDATE | DATE | Y | N | GOALTARGETCOMPLETIONDATE | GOALTARGETCOMPLETIONDATE | The target completion date of the goal this measurement is for. |
| 16 | GOALTYPECODE | VARCHAR2(30) | Y | N | GOALTYPECODE | GOALTYPECODE | The type of the goal this measurement is for. |
| 17 | GOALVERSIONTYPECODE | VARCHAR2(30) | Y | N | GOALVERSIONTYPECODE | GOALVERSIONTYPECODE | The version type of the goal this measurement is for. |
| 18 | MEASUREMENTNAME | VARCHAR2(400) | Y | Y | MEASUREMENTNAME | MEASUREMENTNAME | The name of the measurement. |
| 19 | GOALID | NUMBER (18) | Y | Y | GOALID | GOALID | A unique reference to the goal this measurement is for. |
| 20 | ACHIEVEDWEIGHT | NUMBER (18) | N | N | ACHIEVEDWEIGHT | ACHIEVEDWEIGHT | The achieved weight of the measurement. |
| 21 | ACTUALVALUE | NUMBER (18) | N | N | ACTUALVALUE | ACTUALVALUE | The actual value of the measurement. |
| 22 | ENDDATE | DATE | N | N | ENDDATE | ENDDATE | The end date of the measurement. |
| 23 | MAXTARGET | NUMBER (18) | Y | N | MAXTARGET | MAXTARGET | The maximum target value of the measurement. |
| 24 | COMMENTS | VARCHAR2(4000) | Y | N | COMMENTS | COMMENTS | Comments related to the measurement. |
| 25 | MINTARGET | NUMBER (18) | Y | N | MINTARGET | MINTARGET | The minimum target value of the measurement. |
| 26 | MEASURETYPECODE | VARCHAR2(30) | Y | N | MEASURETYPECODE | MEASURETYPECODE | The type of measurement; quantitative or qualitative. |
| 27 | DISPLAYSEQUENCE | NUMBER (9) | Y | N | DISPLAYSEQUENCE | DISPLAYSEQUENCE | The display sequence of the measurement. |
| 28 | STARTDATE | DATE | Y | N | STARTDATE | STARTDATE | The start date of the measurement. |
| 29 | TARGETPERCENTAGE | NUMBER (18) | Y | N | TARGETPERCENTAGE | TARGETPERCENTAGE | The target percentage of the measurement. |
| 30 | TARGETTYPE | VARCHAR2(30) | Y | N | TARGETTYPE | TARGETTYPE | The target type of the measurement. |
| 31 | TARGETVALUE | NUMBER (18) | Y | N | TARGETVALUE | TARGETVALUE | The target value of the measurement. |
| 32 | UOMCODE | VARCHAR2(30) | Y | N | UOMCODE | UOMCODE | The unit of measure. |
| 33 | SOURCESYSTEMID | VARCHAR2(2000) | Y | N | SOURCESYSTEMID | SOURCESYSTEMID | A value to uniquely identify this record. This must be unique for the source system owner and business object component. |
| 34 | SOURCESYSTEMOWNER | VARCHAR2(30) | Y | N | SOURCESYSTEMOWNER | SOURCESYSTEMOWNER | Hardcode- DataMigration |
| 35 | ATTRIBUTE\_CATEGORY | VARCHAR2(150) | 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 | ATTRIBUTE11 | VARCHAR2(150) | N | N | ATTRIBUTE11 | ATTRIBUTE11 |  |
| 47 | ATTRIBUTE12 | VARCHAR2(150) | N | N | ATTRIBUTE12 | ATTRIBUTE12 |  |
| 48 | ATTRIBUTE13 | VARCHAR2(150) | N | N | ATTRIBUTE13 | ATTRIBUTE13 |  |
| 49 | ATTRIBUTE14 | VARCHAR2(150) | N | N | ATTRIBUTE14 | ATTRIBUTE14 |  |
| 50 | ATTRIBUTE15 | VARCHAR2(150) | N | N | ATTRIBUTE15 | ATTRIBUTE15 |  |
| 51 | ATTRIBUTE\_NUMBER1 | NUMBER | N | N | ATTRIBUTE\_NUMBER1 | ATTRIBUTE\_NUMBER1 |  |
| 52 | ATTRIBUTE\_NUMBER2 | NUMBER | N | N | ATTRIBUTE\_NUMBER2 | ATTRIBUTE\_NUMBER2 |  |
| 53 | ATTRIBUTE\_NUMBER3 | NUMBER | N | N | ATTRIBUTE\_NUMBER3 | ATTRIBUTE\_NUMBER3 |  |
| 54 | ATTRIBUTE\_NUMBER4 | NUMBER | N | N | ATTRIBUTE\_NUMBER4 | ATTRIBUTE\_NUMBER4 |  |
| 55 | ATTRIBUTE\_NUMBER5 | NUMBER | N | N | ATTRIBUTE\_NUMBER5 | ATTRIBUTE\_NUMBER5 |  |
| 56 | ATTRIBUTE\_DATE1 | DATE | N | N | ATTRIBUTE\_DATE1 | ATTRIBUTE\_DATE1 |  |
| 57 | ATTRIBUTE\_DATE2 | DATE | N | N | ATTRIBUTE\_DATE2 | ATTRIBUTE\_DATE2 |  |
| 58 | ATTRIBUTE\_DATE3 | DATE | N | N | ATTRIBUTE\_DATE3 | ATTRIBUTE\_DATE3 |  |
| 59 | ATTRIBUTE\_DATE4 | DATE | N | N | ATTRIBUTE\_DATE4 | ATTRIBUTE\_DATE4 |  |
| 60 | 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 TALENT MANAGEMENT GOAL

|  |  |
| --- | --- |
| 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: Goal

| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |
| 1 | HRG\_GOALS | Y | Goal.dat | METADATA | VARCHAR2(150) |  |  |  |
| 2 |  | Y |  | ObjectName | VARCHAR2(150) |  |  |  |
| 3 |  | Y |  | GOALID | NUMBER(18) |  |  |  |
| 5 |  | Y |  | WORKERASSIGNMENTNUMBER | VARCHAR2(50) |  |  |  |
| 6 |  | Y |  | ORGANIZATIONNAME | VARCHAR2(240) |  |  |  |
| 7 |  | Y |  | GOALNAME | VARCHAR2(400) |  |  |  |
| 8 |  | Y |  | GOALTYPECODE | VARCHAR2(30) |  |  |  |
| 9 |  | Y |  | GOALVERSIONTYPECODE | VARCHAR2(30) |  |  |  |
| 10 |  | Y |  | WORKERPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 11 |  | Y |  | STARTDATE | DATE |  |  |  |
| 12 |  | Y |  | TARGETCOMPLETIONDATE | DATE |  |  |  |
| 13 |  | Y |  | ACTIVEFLAG | VARCHAR2(30) |  |  |  |
| 14 |  | Y |  | ACTUALCOMPLETIONDATE | DATE |  |  |  |
| 15 |  | Y |  | ALLOWDELGOALFLAG | VARCHAR2(30) |  |  |  |
| 16 |  | Y |  | ALLOWKEYATTRUPDATEFLAG | VARCHAR2(30) |  |  |  |
| 17 |  | Y |  | APPROVALSTATUSCODE | VARCHAR2(30) |  |  |  |
| 18 |  | Y |  | ASSIGNEDBYPERSONID | NUMBER(18) |  |  |  |
| 19 |  | Y |  | ASSIGNMENTID | NUMBER(18) |  |  |  |
| 20 |  | Y |  | CATEGORYCODE | VARCHAR2(30) |  |  |  |
| 21 |  | Y |  | COMMENTSFILE | VARCHAR2(3000) |  |  |  |
| 22 |  | Y |  | PERCENTCOMPLETECODE | VARCHAR2(30) |  |  |  |
| 23 |  | Y |  | DESCRIPTION | VARCHAR2(4000) |  |  |  |
| 24 |  | Y |  | GOALEXTID | VARCHAR2(250) |  |  |  |
| 25 |  | Y |  | GOALAPPROVALSTATE | VARCHAR2(30) |  |  |  |
| 26 |  | Y |  | LEVELCODE | VARCHAR2(30) |  |  |  |
| 28 |  | Y |  | REFERENCECONTENTITEMID | NUMBER(18) |  |  |  |
| 29 |  | Y |  | REFERENCECONTENTITEMNAME | VARCHAR2(700) |  |  |  |
| 30 |  | Y |  | LONGDESCRIPTIONFILE | VARCHAR2(3000) |  |  |  |
| 31 |  | Y |  | MEASURECALCRULECODE | VARCHAR2(30) |  |  |  |
| 32 |  | Y |  | ORGANIZATIONID | NUMBER(18) |  |  |  |
| 33 |  | Y |  | ASSIGNEDBYPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 34 |  | Y |  | PERSONID | NUMBER(18) |  |  |  |
| 35 |  | Y |  | PREVIOUSSTATEGOALID | NUMBER(18) |  |  |  |
| 36 |  | Y |  | PREVIOUSSTATEGOALNAME | VARCHAR2 |  |  |  |
| 37 |  | Y |  | PREVIOUSSTATEGOALORGANIZATIONNAME | VARCHAR2(240) |  |  |  |
| 38 |  | Y |  | PREVIOUSSTATEGOALSTARTDATE | DATE |  |  |  |
| 39 |  | Y |  | PREVIOUSSTATEGOALTARGETCOMPLETIONDATE | DATE |  |  |  |
| 40 |  | Y |  | PREVIOUSSTATEGOALTYPECODE | VARCHAR2 |  |  |  |
| 41 |  | Y |  | PREVIOUSSTATEGOALVERSIONTYPECODE | VARCHAR2 |  |  |  |
| 42 |  | Y |  | PREVIOUSSTATEGOALWORKERASSIGNMENTNUMBER | VARCHAR2(30) |  |  |  |
| 43 |  | Y |  | PREVIOUSSTATEGOALWORKERPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 44 |  | Y |  | PRIORITYCODE | VARCHAR2(30) |  |  |  |
| 45 |  | Y |  | PRIVATEFLAG | VARCHAR2(30) |  |  |  |
| 46 |  | Y |  | PUBLISHDATE | DATE |  |  |  |
| 47 |  | Y |  | PUBLISHEDFLAG | VARCHAR2(30) |  |  |  |
| 48 |  | Y |  | REFERENCEGOALWORKERASSIGNMENTNUMBER | VARCHAR2(30) |  |  |  |
| 49 |  | Y |  | REFERENCEGOALID | NUMBER(18) |  |  |  |
| 50 |  | Y |  | REFERENCEGOALNAME | VARCHAR2 |  |  |  |
| 51 |  | Y |  | REFERENCEGOALORGANIZATIONNAME | VARCHAR2(240) |  |  |  |
| 52 |  | Y |  | REFERENCEGOALWORKERPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 53 |  | Y |  | REFERENCEGOALSTARTDATE | DATE |  |  |  |
| 54 |  | Y |  | REFERENCEGOALTARGETCOMPLETIONDATE | DATE |  |  |  |
| 55 |  | Y |  | REFERENCEGOALTYPECODE | VARCHAR2(30) |  |  |  |
| 56 |  | Y |  | REFERENCEGOALVERSIONTYPECODE | VARCHAR2(30) |  |  |  |
| 57 |  | Y |  | GOALURL | VARCHAR2(4000) |  |  |  |
| 58 |  | Y |  | REQUESTERPERSONID | NUMBER(18) |  |  |  |
| 59 |  | Y |  | REQUESTERPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 60 |  | Y |  | GOALSOURCECODE | VARCHAR2(30) |  |  |  |
| 61 |  | Y |  | STATUSCODE | VARCHAR2(30) |  |  |  |
| 62 |  | Y |  | GOALSUBTYPECODE | VARCHAR2(30) |  |  |  |
| 63 |  | Y |  | SUCCESSCRITERIAFILE | VARCHAR2(3000) |  |  |  |
| 64 |  | Y |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 65 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |

## Business Object: Goal Target Outcome Profile Item

| Ref.# | Target Application Table | Not Null? | Source System  File Name |  | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |
| 1 |  | Y | Goal.dat |  | METADATA | VARCHAR2(20) |  |  |  |
| 2 |  | Y |  |  | OBJECTNAME | VARCHAR2(200) |  |  |  |
| 3 |  | Y |  |  | PROFILEITEMID | NUMBER(18) |  |  |  |
| 4 |  | Y |  |  | GOALID | NUMBER(18) |  |  |  |
| 5 |  | Y |  |  | GOALNAME | VARCHAR2(400) |  |  |  |
| 6 |  | Y |  |  | GOALORGANIZATIONNAME | VARCHAR2(240) |  |  |  |
| 7 |  | Y |  |  | GOALSTARTDATE | DATE |  |  |  |
| 8 |  | Y |  |  | GOALTARGETCOMPLETIONDATE | DATE |  |  |  |
| 9 |  | Y |  |  | GOALTYPECODE | VARCHAR2(80) |  |  |  |
| 10 |  | Y |  |  | GOALVERSIONTYPECODE | VARCHAR2(80) |  |  |  |
| 11 |  | Y |  |  | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(80) |  |  |  |
| 12 |  | Y |  |  | GOALWORKERPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 13 |  | Y |  |  | CONTENTITEM | VARCHAR2(700) |  |  |  |
| 14 |  | Y |  |  | CONTENTITEMID | NUMBER(18) |  |  |  |
| 15 |  | Y |  |  | CONTENTTYPE | VARCHAR2(240) |  |  |  |
| 16 |  | Y |  |  | CONTENTTYPEID | NUMBER(18) |  |  |  |
| 17 |  | Y |  |  | COUNTRYCOUNTRYCODE | VARCHAR2(2) |  |  |  |
| 18 |  | Y |  |  | COUNTRYGEOGRAPHYCODE | VARCHAR2(30) |  |  |  |
| 19 |  | Y |  |  | COUNTRYID | NUMBER(18) |  |  |  |
| 20 |  | Y |  |  | DATEFROM | DATE |  |  |  |
| 21 |  | Y |  |  | DATETO | DATE |  |  |  |
| 22 |  | Y |  |  | IMPORTANCE | VARCHAR2(18) |  |  |  |
| 23 |  | Y |  |  | INTERESTLEVEL | VARCHAR2(30) |  |  |  |
| 24 |  | Y |  |  | ITEMDATE1 | DATE |  |  |  |
| 25 |  | Y |  |  | ITEMDATE10 | DATE |  |  |  |
| 26 |  | Y |  |  | ITEMDATE2 | DATE |  |  |  |
| 27 |  | Y |  |  | ITEMDATE3 | DATE |  |  |  |
| 28 |  | Y |  |  | ITEMDATE4 | DATE |  |  |  |
| 29 |  | Y |  |  | ITEMDATE5 | DATE |  |  |  |
| 30 |  | Y |  |  | ITEMDATE6 | DATE |  |  |  |
| 31 |  | Y |  |  | ITEMDATE7 | DATE |  |  |  |
| 32 |  | Y |  |  | ITEMDATE8 | DATE |  |  |  |
| 33 |  | Y |  |  | ITEMDATE9 | DATE |  |  |  |
| 34 |  | Y |  |  | ITEMDECIMAL1 | NUMBER(15) |  |  |  |
| 35 |  | Y |  |  | PROFILEITEMID | NUMBER(18) |  |  |  |
| 36 |  | Y |  |  | GOALID | NUMBER(18) |  |  |  |
| 37 |  | Y |  |  | GOALNAME | VARCHAR2(400) |  |  |  |
| 38 |  | Y |  |  | GOALORGANIZATIONNAME | VARCHAR2(240) |  |  |  |
| 39 |  | Y |  |  | GOALSTARTDATE | DATE |  |  |  |
| 40 |  | Y |  |  | GOALTARGETCOMPLETIONDATE | DATE |  |  |  |
| 41 |  | Y |  |  | GOALTYPECODE | VARCHAR2(80) |  |  |  |
| 42 |  | Y |  |  | GOALVERSIONTYPECODE | VARCHAR2(80) |  |  |  |
| 43 |  | Y |  |  | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(80) |  |  |  |
| 44 |  | Y |  |  | GOALWORKERPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 45 |  | Y |  |  | CONTENTITEM | VARCHAR2(700) |  |  |  |
| 46 |  | Y |  |  | CONTENTITEMID | NUMBER(18) |  |  |  |
| 47 |  | Y |  |  | CONTENTTYPE | VARCHAR2(240) |  |  |  |
| 48 |  | Y |  |  | CONTENTTYPEID | NUMBER(18) |  |  |  |
| 49 |  | Y |  |  | COUNTRYCOUNTRYCODE | VARCHAR2(2) |  |  |  |
| 50 |  | Y |  |  | COUNTRYGEOGRAPHYCODE | VARCHAR2(30) |  |  |  |
| 51 |  | Y |  |  | COUNTRYID | NUMBER(18) |  |  |  |
| 52 |  | Y |  |  | DATEFROM | DATE |  |  |  |
| 53 |  | Y |  |  | DATETO | DATE |  |  |  |
| 54 |  | Y |  |  | IMPORTANCE | VARCHAR2(18) |  |  |  |
| 55 |  | Y |  |  | INTERESTLEVEL | VARCHAR2(30) |  |  |  |
| 56 |  | Y |  |  | ITEMDATE1 | DATE |  |  |  |
| 57 |  | Y |  |  | ITEMDATE10 | DATE |  |  |  |
| 58 |  | Y |  |  | ITEMDATE2 | DATE |  |  |  |
| 59 |  | Y |  |  | ITEMDATE3 | DATE |  |  |  |
| 60 |  | Y |  |  | ITEMDATE4 | DATE |  |  |  |
| 61 |  | Y |  |  | ITEMDATE5 | DATE |  |  |  |
| 62 |  | Y |  |  | ITEMDATE6 | DATE |  |  |  |
| 63 |  | Y |  |  | ITEMDATE7 | DATE |  |  |  |
| 64 |  | Y |  |  | ITEMDATE8 | DATE |  |  |  |
| 65 |  | Y |  |  | ITEMDATE9 | DATE |  |  |  |
| 66 |  | Y |  |  | ITEMDECIMAL1 | NUMBER(15) |  |  |  |
| 67 |  | Y |  |  | ITEMDECIMAL2 | NUMBER(15) |  |  |  |
| 68 |  | Y |  |  | ITEMDECIMAL3 | NUMBER(15) |  |  |  |
| 69 |  | Y |  |  | ITEMDECIMAL4 | NUMBER(15) |  |  |  |
| 70 |  | Y |  |  | ITEMDECIMAL5 | NUMBER(15) |  |  |  |
| 71 |  | Y |  |  | ITEMNUMBER1 | NUMBER(18) |  |  |  |
| 72 |  | Y |  |  | ITEMNUMBER10 | NUMBER(18) |  |  |  |
| 73 |  | Y |  |  | ITEMNUMBER2 | NUMBER(18) |  |  |  |
| 74 |  | Y |  |  | ITEMNUMBER3 | NUMBER(18) |  |  |  |
| 75 |  | Y |  |  | ITEMNUMBER4 | NUMBER(18) |  |  |  |
| 76 |  | Y |  |  | ITEMNUMBER5 | NUMBER(18) |  |  |  |
| 77 |  | Y |  |  | ITEMNUMBER6 | NUMBER(18) |  |  |  |
| 78 |  | Y |  |  | ITEMNUMBER7 | NUMBER(18) |  |  |  |
| 79 |  | Y |  |  | ITEMNUMBER8 | NUMBER(18) |  |  |  |
| 80 |  | Y |  |  | ITEMNUMBER9 | NUMBER(18) |  |  |  |
| 81 |  | Y |  |  | ITEMTEXT20001 | VARCHAR2(2000) |  |  |  |
| 82 |  | Y |  |  | ITEMTEXT20002 | VARCHAR2(2000) |  |  |  |
| 83 |  | Y |  |  | ITEMTEXT20003 | VARCHAR2(2000) |  |  |  |
| 84 |  | Y |  |  | ITEMTEXT20004 | VARCHAR2(2000) |  |  |  |
| 85 |  | Y |  |  | ITEMTEXT20005 | VARCHAR2(2000) |  |  |  |
| 86 |  | Y |  |  | ITEMTEXT2401 | VARCHAR2(2000) |  |  |  |
| 87 |  | Y |  |  | ITEMTEXT24010 | VARCHAR2(240) |  |  |  |
| 88 |  | Y |  |  | ITEMTEXT24011 | VARCHAR2(240) |  |  |  |
| 89 |  | Y |  |  | ITEMTEXT24012 | VARCHAR2(240) |  |  |  |
| 90 |  | Y |  |  | ITEMTEXT24013 | VARCHAR2(240) |  |  |  |
| 91 |  | Y |  |  | ITEMTEXT24014 | VARCHAR2(240) |  |  |  |
| 92 |  | Y |  |  | ITEMTEXT24015 | VARCHAR2(240) |  |  |  |
| 93 |  | Y |  |  | ITEMTEXT2402 | VARCHAR2(240) |  |  |  |
| 94 |  | Y |  |  | ITEMTEXT2403 | VARCHAR2(240) |  |  |  |
| 95 |  | Y |  |  | ITEMTEXT2404 | VARCHAR2(240) |  |  |  |
| 96 |  | Y |  |  | ITEMTEXT2405 | VARCHAR2(240) |  |  |  |
| 97 |  | Y |  |  | ITEMTEXT2406 | VARCHAR2(240) |  |  |  |
| 98 |  | Y |  |  | ITEMTEXT2407 | VARCHAR2(240) |  |  |  |
| 99 |  | Y |  |  | ITEMTEXT2408 | VARCHAR2(240) |  |  |  |
| 100 |  | Y |  |  | ITEMTEXT2409 | VARCHAR2(240) |  |  |  |
| 101 |  | Y |  |  | ITEMTEXT301 | VARCHAR2(30) |  |  |  |
| 102 |  | Y |  |  | ITEMTEXT3010 | VARCHAR2(30) |  |  |  |
| 103 |  | Y |  |  | ITEMTEXT3011 | VARCHAR2(30) |  |  |  |
| 104 |  | Y |  |  | ITEMTEXT3012 | VARCHAR2(30) |  |  |  |
| 105 |  | Y |  |  | ITEMTEXT3013 | VARCHAR2(30) |  |  |  |
| 106 |  | Y |  |  | ITEMTEXT3014 | VARCHAR2(30) |  |  |  |
| 107 |  | Y |  |  | ITEMTEXT3015 | VARCHAR2(30) |  |  |  |
| 108 |  | Y |  |  | ITEMTEXT302 | VARCHAR2(30) |  |  |  |
| 109 |  | Y |  |  | ITEMTEXT303 | VARCHAR2(30) |  |  |  |
| 110 |  | Y |  |  | ITEMTEXT304 | VARCHAR2(30) |  |  |  |
| 111 |  | Y |  |  | ITEMTEXT305 | VARCHAR2(30) |  |  |  |
| 112 |  | Y |  |  | ITEMTEXT306 | VARCHAR2(30) |  |  |  |
| 113 |  | Y |  |  | ITEMTEXT307 | VARCHAR2(30) |  |  |  |
| 114 |  | Y |  |  | ITEMTEXT308 | VARCHAR2(30) |  |  |  |
| 115 |  | Y |  |  | ITEMTEXT309 | VARCHAR2(30) |  |  |  |
| 116 |  | Y |  |  | MANDATORY | VARCHAR2(30) |  |  |  |
| 117 |  | Y |  |  | PROFILECODE | VARCHAR2(30) |  |  |  |
| 118 |  | Y |  |  | PROFILEID | NUMBER(18) |  |  |  |
| 119 |  | Y |  |  | QUALIFIERCODE1 | VARCHAR2 |  |  |  |
| 120 |  | Y |  |  | QUALIFIERID1 | NUMBER(18) |  |  |  |
| 121 |  | Y |  |  | QUALIFIERCODE2 | VARCHAR2(30) |  |  |  |
| 122 |  | Y |  |  | QUALIFIERID2 | NUMBER(18) |  |  |  |
| 123 |  | Y |  |  | QUALIFIERSETCODE1 | VARCHAR2 |  |  |  |
| 124 |  | Y |  |  | QUALIFIERSETCODE2 | VARCHAR2 |  |  |  |
| 125 |  | Y |  |  | RATINGLEVELCODE1 | VARCHAR2(30) |  |  |  |
| 126 |  | Y |  |  | RATINGLEVELID1 | NUMBER(18) |  |  |  |
| 127 |  | Y |  |  | RATINGLEVELCODE2 | VARCHAR2(30) |  |  |  |
| 128 |  | Y |  |  | RATINGLEVELID2 | NUMBER(18) |  |  |  |
| 129 |  | Y |  |  | RATINGLEVELCODE3 | VARCHAR2(30) |  |  |  |
| 130 |  | Y |  |  | RATINGLEVELID3 | NUMBER(18) |  |  |  |
| 131 |  | Y |  |  | RATINGMODELCODE1 | VARCHAR2(30) |  |  |  |
| 132 |  | Y |  |  | RATINGMODELID1 | NUMBER(18) |  |  |  |
| 133 |  | Y |  |  | RATINGMODELCODE2 | VARCHAR2(30) |  |  |  |
| 134 |  | Y |  |  | RATINGMODELID2 | NUMBER(18) |  |  |  |
| 135 |  | Y |  |  | RATINGMODELCODE3 | VARCHAR2(30) |  |  |  |
| 136 |  | Y |  |  | RATINGMODELID3 | NUMBER(18) |  |  |  |
| 137 |  | Y |  |  | SECTIONID | NUMBER(18) |  |  |  |
| 138 |  | Y |  |  | SECTIONNAME | VARCHAR2 |  |  |  |
| 139 |  | Y |  |  | SOURCEID | NUMBER(18) |  |  |  |
| 140 |  | Y |  |  | SOURCEKEY1 | NUMBER(18) |  |  |  |
| 141 |  | Y |  |  | SOURCEKEY2 | NUMBER(18) |  |  |  |
| 142 |  | Y |  |  | SOURCEKEY3 | NUMBER(18) |  |  |  |
| 143 |  | Y |  |  | SOURCETYPE | VARCHAR2(30) |  |  |  |
| 144 |  | Y |  |  | STATECOUNTRYCODE | VARCHAR2 |  |  |  |
| 145 |  | Y |  |  | STATEGEOGRAPHYCODE | VARCHAR2(360) |  |  |  |
| 146 |  | Y |  |  | STATEPROVINCEID | NUMBER(18) |  |  |  |
| 147 |  | Y |  |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 148 |  | Y |  |  | SOURCESYSTEMOWNER | VARCHAR2(150) |  |  |  |

## Business Object: Goal Access

| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |
| 1 | HRG\_GOAL\_ACCESS | Y | Goal.dat | METADATA | VARCHAR2(20) |  |  |  |
| 2 |  | Y |  | OBJECTNAME | VARCHAR2(200) |  |  |  |
| 3 |  | Y |  | GOALACCESSID | NUMBER(18) |  |  |  |
| 4 |  | Y |  | GOALACCESSPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 5 |  | Y |  | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(50) |  |  |  |
| 6 |  | Y |  | GOALNAME | VARCHAR2(400) |  |  |  |
| 7 |  | Y |  | GOALORGANIZATIONNAME | VARCHAR2(240) |  |  |  |
| 8 |  | Y |  | GOALWORKERPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 9 |  | Y |  | GOALSTARTDATE | DATE |  |  |  |
| 10 |  | Y |  | GOALTARGETCOMPLETIONDATE | DATE |  |  |  |
| 11 |  | Y |  | GOALTYPECODE | VARCHAR2(30) |  |  |  |
| 12 |  | Y |  | GOALVERSIONTYPECODE | VARCHAR2(30) |  |  |  |
| 13 |  | Y |  | GOALID | NUMBER(18) |  |  |  |
| 14 |  | Y |  | PERSONID | NUMBER(18) |  |  |  |
| 15 |  | Y |  | GOALACTIONACCESSFLAG | VARCHAR2(30) |  |  |  |
| 16 |  | Y |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 18 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |
| 19 |  | Y |  | GOALACCESSID | NUMBER(18) |  |  |  |
| 20 |  | Y |  | GOALACCESSPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 21 |  | Y |  | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(50) |  |  |  |
| 22 |  | Y |  | GOALNAME | VARCHAR2(400) |  |  |  |
| 23 |  | Y |  | GOALORGANIZATIONNAME | VARCHAR2(240) |  |  |  |
| 24 |  | Y |  | GOALWORKERPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 25 |  | Y |  | GOALSTARTDATE | DATE |  |  |  |
| 26 |  | Y |  | GOALTARGETCOMPLETIONDATE | DATE |  |  |  |
| 27 |  | Y |  | GOALTYPECODE | VARCHAR2(30) |  |  |  |
| 28 |  | Y |  | GOALVERSIONTYPECODE | VARCHAR2(30) |  |  |  |
| 29 |  | Y |  | GOALID | NUMBER(18) |  |  |  |
| 30 |  | Y |  | PERSONID | NUMBER(18) |  |  |  |
| 31 |  | Y |  | GOALACTIONACCESSFLAG | VARCHAR2(30) |  |  |  |
| 32 |  | Y |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 33 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |

## Business Object: Goal Action

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
|  |  |  |  |  |  |  |  |  |
| 1 | HRG\_GOAL\_ACTIONS | Y | Goal.dat | METADATA | VARCHAR2(20) |  |  |  |
| 2 |  | Y |  | OBJECTNAME | VARCHAR2(200) |  |  |  |
| 3 |  | Y |  | GOALACTIONID | NUMBER(18) |  |  |  |
| 4 |  | Y |  | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(50) |  |  |  |
| 5 |  | Y |  | GOALNAME | VARCHAR2(400) |  |  |  |
| 6 |  | Y |  | GOALORGANIZATIONNAME | VARCHAR2(240) |  |  |  |
| 7 |  | Y |  | GOALWORKERPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 8 |  | Y |  | GOALSTARTDATE | DATE |  |  |  |
| 9 |  | Y |  | GOALTARGETCOMPLETIONDATE | DATE |  |  |  |
| 10 |  | Y |  | GOALTYPECODE | VARCHAR2(30) |  |  |  |
| 11 |  | Y |  | GOALVERSIONTYPECODE | VARCHAR2(30) |  |  |  |
| 12 |  | Y |  | ACTIONNAME | VARCHAR2(240) |  |  |  |
| 13 |  | Y |  | STARTDATE | DATE |  |  |  |
| 14 |  | Y |  | ACTIONTYPECODE | VARCHAR2(30) |  |  |  |
| 15 |  | Y |  | GOALID | NUMBER(18) |  |  |  |
| 16 |  | Y |  | COMMENTS | VARCHAR2(4000) |  |  |  |
| 17 |  | Y |  | PERCENTCOMPLETECODE | VARCHAR2(30) |  |  |  |
| 18 |  | Y |  | PRIORITYCODE | VARCHAR2(30) |  |  |  |
| 19 |  | Y |  | ACTIONURL | VARCHAR2(4000) |  |  |  |
| 20 |  | Y |  | STATUSCODE | VARCHAR2(30) |  |  |  |
| 21 |  |  |  | TARGETCOMPLETIONDATE | DATE |  |  |  |
| 22 |  |  |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 23 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |

## Business Object: Goal Alignment

| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |
| 1 | HRG\_GOAL\_ALIGNMENTS | Y | Goal.dat | METADATA | VARCHAR2(10) |  |  |  |
| 2 |  | Y |  | OBJECTNAME | VARCHAR2(150) |  |  |  |
| 3 |  | Y |  | GOALALIGNMENTID | NUMBER (18) |  |  |  |
| 4 |  | Y |  | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(50) |  |  |  |
| 5 |  | Y |  | GOALNAME | VARCHAR2(400) |  |  |  |
| 6 |  | Y |  | GOALORGANIZATIONNAME | VARCHAR2(240) |  |  |  |
| 7 |  | Y |  | GOALWORKERPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 8 |  | Y |  | GOALSTARTDATE | DATE |  |  |  |
| 9 |  | Y |  | GOALTARGETCOMPLETIONDATE | DATE |  |  |  |
| 10 |  | Y |  | GOALTYPECODE | VARCHAR2(30) |  |  |  |
| 11 |  | Y |  | GOALVERSIONTYPECODE | VARCHAR2(30) |  |  |  |
| 12 |  | Y |  | GOALID | NUMBER (18) |  |  |  |
| 13 |  | Y |  | ALIGNEDGOALID | NUMBER (18) |  |  |  |
| 14 |  | Y |  | ALIGNEDGOALWORKERPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 15 |  | Y |  | ALIGNEDGOALWORKERASSIGNMENTNUMBER | VARCHAR2(30) |  |  |  |
| 16 |  | Y |  | ALIGNEDGOALNAME | VARCHAR2 |  |  |  |
| 17 |  | Y |  | ALIGNEDGOALORGANIZATIONNAME | VARCHAR2(150) |  |  |  |
| 18 |  | Y |  | ALIGNEDGOALSTARTDATE | DATE |  |  |  |
| 19 |  | Y |  | ALIGNEDGOALTARGETCOMPLETIONDATE | DATE |  |  |  |
| 20 |  | Y |  | ALIGNEDGOALTYPECODE | VARCHAR2(30) |  |  |  |
| 21 |  | Y |  | ALIGNEDGOALVERSIONTYPECODE | VARCHAR2(30) |  |  |  |
| 22 |  | Y |  | SOURCESYSTEMID | VARCHAR2(150) |  |  |  |
| 23 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |

## Business Object: Goal Plan Goal

| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |
| 1 | HRG\_GOAL\_PLAN\_GOALS | Y | Goal.dat | METADATA | VARCHAR2(150) |  |  |  |
| 2 |  | Y |  | OBJECTNAME | VARCHAR2(150) |  |  |  |
| 3 |  | Y |  | GOALPLANGOALID | NUMBER (18) |  |  |  |
| 4 |  | Y |  | GOALPLANENDDATE | DATE |  |  |  |
| 5 |  | Y |  | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(50) |  |  |  |
| 6 |  | Y |  | GOALNAME | VARCHAR2(400) |  |  |  |
| 7 |  | Y |  | GOALORGANIZATIONNAME | VARCHAR2(240) |  |  |  |
| 8 |  | Y |  | GOALWORKERPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 9 |  | Y |  | GOALPLANEXTERNALID | VARCHAR2(250) |  |  |  |
| 10 |  | Y |  | GOALPLANNAME | VARCHAR2(400) |  |  |  |
| 11 |  | Y |  | GOALSTARTDATE | DATE |  |  |  |
| 12 |  | Y |  | GOALTARGETCOMPLETIONDATE | DATE |  |  |  |
| 13 |  | Y |  | GOALTYPECODE | VARCHAR2(30) |  |  |  |
| 14 |  | Y |  | GOALVERSIONTYPECODE | VARCHAR2(30) |  |  |  |
| 15 |  | Y |  | GOALPLANSTARTDATE | DATE |  |  |  |
| 16 |  | Y |  | GOALID | NUMBER (18) |  |  |  |
| 17 |  | Y |  | ASSIGNMENTID | NUMBER (18) |  |  |  |
| 18 |  | Y |  | GOALPLANID | NUMBER (18) |  |  |  |
| 19 |  | Y |  | GOALPLANSETEXTERNALID | VARCHAR2(250) |  |  |  |
| 20 |  | Y |  | GOALPLANSETID | NUMBER (18) |  |  |  |
| 21 |  | Y |  | PRIORITYCODE | VARCHAR2(30) |  |  |  |
| 22 |  | Y |  | REVIEWPERIODID | NUMBER (18) |  |  |  |
| 23 |  | Y |  | REVIEWPERIODNAME | VARCHAR2(400) |  |  |  |
| 24 |  | Y |  | WEIGHTING | NUMBER (5) |  |  |  |
| 25 |  | Y |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 26 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |

## Business Object: Goal Target Outcome

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
|  |  |  |  |  |  |  |  |  |
| 1 | HRG\_GOAL\_TARGET\_OUTCOMES | Y | Goal.dat | METADATA | VARCHAR2(10) |  |  |  |
| 2 |  | Y |  | OBJECTNAME | VARCHAR2(150) |  |  |  |
| 3 |  | Y |  | GOALTARGETOUTCOMEID | NUMBER (18) |  |  |  |
| 4 |  | Y |  | CONTENTITEMNAME | VARCHAR2(700) |  |  |  |
| 5 |  | Y |  | CONTENTTYPECONTEXTNAME | VARCHAR2(240) |  |  |  |
| 6 |  | Y |  | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(50) |  |  |  |
| 7 |  | Y |  | GOALNAME | VARCHAR2(400) |  |  |  |
| 8 |  | Y |  | GOALORGANIZATIONNAME | VARCHAR2(240) |  |  |  |
| 9 |  | Y |  | GOALWORKERPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 10 |  | Y |  | GOALSTARTDATE | DATE |  |  |  |
| 11 |  | Y |  | GOALTARGETCOMPLETIONDATE | DATE |  |  |  |
| 12 |  | Y |  | GOALTYPECODE | VARCHAR2(30) |  |  |  |
| 13 |  | Y |  | GOALVERSIONTYPECODE | VARCHAR2(30) |  |  |  |
| 14 |  | Y |  | GOALID | NUMBER (18) |  |  |  |
| 15 |  | Y |  | COMMENTS | VARCHAR2(4000) |  |  |  |
| 16 |  | Y |  | CONTENTITEMID | NUMBER (18) |  |  |  |
| 17 |  | Y |  | CONTENTITEMTYPEID | NUMBER (18) |  |  |  |
| 18 |  | Y |  | APPROVEDRATINGCODE | VARCHAR2(30) |  |  |  |
| 19 |  | Y |  | APPROVEDRATINGID | NUMBER (18) |  |  |  |
| 20 |  | Y |  | CONTENTSOURCECODE | VARCHAR2(30) |  |  |  |
| 21 |  | Y |  | TARGETRATINGLEVELCODE3 | VARCHAR2(30) |  |  |  |
| 22 |  | Y |  | TARGETRATINGLEVELID3 | NUMBER (18) |  |  |  |
| 23 |  | Y |  | TARGETRATINGLEVELCODE | VARCHAR2(30) |  |  |  |
| 24 |  | Y |  | TARGETRATINGLEVELID | NUMBER (18) |  |  |  |
| 25 |  | Y |  | TARGETRATINGLEVELCODE2 | VARCHAR2(30) |  |  |  |
| 26 |  | Y |  | TARGETRATINGLEVELID2 | NUMBER (18) |  |  |  |
| 27 |  | Y |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 28 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |

## Business Object: Goal Measurement

| Ref.# | Target Application Table | Not Null? | Source System  File Name | Source System Column Name | Source System Field Datatype | Default  Value | Validation | Rule # |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |
| 1 | HRG\_GOAL\_MEASUREMENTS | Y |  | METADATA | VARCHAR2(150) |  |  |  |
| 2 |  | Y |  | OBJECTNAME | VARCHAR2(150) |  |  |  |
| 3 |  | Y |  | MEASUREMENTID | NUMBER (18) |  |  |  |
| 4 |  | Y |  | GOALWORKERASSIGNMENTNUMBER | VARCHAR2(50) |  |  |  |
| 5 |  | Y |  | GOALNAME | VARCHAR2(400) |  |  |  |
| 6 |  | Y |  | GOALORGANIZATIONNAME | VARCHAR2(240) |  |  |  |
| 7 |  | Y |  | GOALWORKERPERSONNUMBER | VARCHAR2(30) |  |  |  |
| 8 |  | Y |  | GOALSTARTDATE | DATE |  |  |  |
| 9 |  | Y |  | GOALTARGETCOMPLETIONDATE | DATE |  |  |  |
| 10 |  | Y |  | GOALTYPECODE | VARCHAR2(30) |  |  |  |
| 11 |  | Y |  | GOALVERSIONTYPECODE | VARCHAR2(30) |  |  |  |
| 12 |  | Y |  | MEASUREMENTNAME | VARCHAR2(400) |  |  |  |
| 13 |  | Y |  | GOALID | NUMBER (18) |  |  |  |
| 14 |  | Y |  | ACHIEVEDWEIGHT | NUMBER (18) |  |  |  |
| 15 |  | Y |  | ACTUALVALUE | NUMBER (18) |  |  |  |
| 16 |  | Y |  | ENDDATE | DATE |  |  |  |
| 17 |  | Y |  | MAXTARGET | NUMBER (18) |  |  |  |
| 18 |  | Y |  | COMMENTS | VARCHAR2(4000) |  |  |  |
| 19 |  | Y |  | MINTARGET | NUMBER (18) |  |  |  |
| 20 |  | Y |  | MEASURETYPECODE | VARCHAR2(30) |  |  |  |
| 21 |  | Y |  | DISPLAYSEQUENCE | NUMBER (9) |  |  |  |
| 22 |  | Y |  | STARTDATE | DATE |  |  |  |
| 23 |  | Y |  | TARGETPERCENTAGE | NUMBER (18) |  |  |  |
| 24 |  | Y |  | TARGETTYPE | VARCHAR2(30) |  |  |  |
| 25 |  | Y |  | TARGETVALUE | NUMBER (18) |  |  |  |
| 26 |  | Y |  | UOMCODE | VARCHAR2(30) |  |  |  |
| 27 |  | Y |  | SOURCESYSTEMID | VARCHAR2(2000) |  |  |  |
| 28 |  | Y |  | SOURCESYSTEMOWNER | VARCHAR2(30) |  |  |  |

# 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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