

Final project

ORACLE(HR)

THE PROBLEM OF TRADITIONAL MANUAL METHODS

- ▶ The current HR system at Gas Misr is outdated, with limited integration between different HR functions. This results in inefficient processes, inaccurate data, and difficulties in generating comprehensive reports. The current system also lacks advanced features such as automated workflow and real-time data analysis, leading to delays in decision-making and increased operational costs.
- ▶ Current Challenges: Gas Misr's current HR system is fragmented, leading to inefficiency and data inconsistency.
- ▶ Manual processes are prevalent, leading to errors and delays in HR functions such as payroll and attendance tracking.



Enhancing Gas Misr's HR management system by implementing an Oracle-based solution. This project aims to streamline HR processes, improve data accuracy, and provide better insights for decision-making.

OUR PROPOSED PROJECT IS BASED ON AUTOMATING THE HR WORK SYSTEM IN LARGE COMPANIES BY:

- ▶ Transforming HR work from traditional manual methods to a digital method (digital transformation)
- ▶ Using Oracle to record all employee files and data to facilitate their storage and access, thus having a unified and automated HR system that reduces manual processes and errors.
- ▶ Improve employee engagement and satisfaction through self-service capabilities by adding leave balances for each employee, facilitating leave submission, and determining the type and duration of leave.
- ▶ Automate the recruitment and appointment system by identifying the job requirements for each department and administration, knowing the job description for each job, advertising jobs and their costs, and recording the results of personal and technical interviews and tests.
- ▶ Simplify payroll and compliance processes, which reduces time and effort by recording salaries and their elements, calculating each element with mathematical equations, verifying the validity of the data entered at each step, and then transferring salaries to the employees' salary accounts at the bank

Users + Application

User Name	EGYPTGAS	Person	
Password		Customer	
Description		Supplier	
Status	Active	E-Mail	
Password Expiration	<input type="radio"/> Days <input checked="" type="radio"/> Accesses <input type="radio"/> None	Fax	
		Effective Dates	
		From	17-09-2024
		To	

Direct Responsibilities **Indirect Responsibilities** **Securing Attributes**

Responsibility	Application	Description	Security Group	Effective Dates
Application Diagnostics	Application Object L		Standard	17-09-2024
System Administrator	System Administrati		Standard	17-09-2024
Human Resources, Vision I	Human Resources		Standard	17-09-2024
Global HRMS Manager - M	Human Resources		Standard	17-09-2024
HR_Egypt_Gas	Human Resources		Standard	17-09-2024

FRM-40400: Transaction complete: 1 records applied and saved.
Record: 5/5 <OSC>

Responsibilities + Application

Responsibility Name	HR_Egypt_Gas	Effective Dates
Application	Human Resources	From 17-09-2024
Responsibility Key	GLB_SHRMS_MANAGER_EGYGAS700	To
Description		
Available From		Data Group
<input type="radio"/> Oracle Applications <input checked="" type="radio"/> Oracle Self Service Web Applications <input type="radio"/> Oracle Mobile Applications		Name Standard Application Human Resources ...
Menu GLB SHRMS Navigator		Request Group
		Name Global SHRMS Reports & Process Application Human Resources

Menu Exclusions **Excluded Items** **Securing Attributes**

Type	Name	Description
Function		

FRM-40400: Transaction complete: 1 records applied and saved.
Record: 2/2 <OSC>

User Name EGYPTGAS
 Password
 Description
 Status Active
 Password Expiration
 Days
 Accesses
 None

Person
 Customer
 Supplier
 E-Mail
 Fax

Effective Dates
 From 17-09-2024
 To

Direct Responsibilities | Indirect Responsibilities | Securing Attributes

Responsibility	Application	Description	Security Group	From	To
System Administrator	System Administration		Standard	17-09-2024	
Global HRMS Manager	Human Resources		Standard	17-09-2024	
Human Resources, Vision	Human Resources		Standard	17-09-2024	
Global HRMS Manager - M	Human Resources		Standard	17-09-2024	
HR_Egypt_Gas	Human Resources		Standard	17-09-2024	

Responsibilities

Responsibility Name **HR Egypt Gas**
 Application **Human Resources**
 Responsibility Key **GLB_SHRMS_MANAGER_EGYGAS700**
 Description

Effective Dates
 From 17-09-2024
 To

Available From
 Oracle Applications
 Oracle Self Service Web Applications
 Oracle Mobile Applications

Data Group
 Name **Standard**
 Application **Human Resources**

Request Group
 Name **Global SHRMS Reports & Process**
 Application **Human Resources**

Menu **GLB SHRMS Navigator**
 Web Host Name
 Web Agent Name

Menu Exclusions | Excluded Items | Securing Attributes

Type	Name	Description
Function	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>

FRM-40200: Field is protected against update.
 Record: 5/6 | ... | <OSC>

Segments (Competence Flexfield) - EGYPTGAS_CompetenceFlexfield

Name **Competence Name**
 Column **SEGMENT1**
 Description
 Number **1**
 Enabled Displayed
 Insertable Updatable
 Indexed

Validation
 Value Set
 Default Type
 Required
 Description
 Default Value
 Security Enabled Range

Sizes
 Display Size **20**
 Description Size **50**
 Concatenated Description Size **25**

Prompts
 List Of Values **Competence Name**
 Window **Competence Name**

Value Set **Flexfield Qualifiers**

FRM-40400: Transaction complete: 2 records applied and saved.
 Record: 1/1 | ... | <OSC>

Key Flexfield Segments

Application: Human Resources | Flexfield Title: Competence Flexfield

Code	Title	Description	View Name
A2_Menes_competenc	A2_Menes_competence_flexfi		
EGYPTGAS_Compete	EGYPTGAS_CompetenceFlex		
ABCC_COMPETENCE	ABCC_COMPETENCE		
ABC_COMPETENCE_F	ABC_COMPETENCE_FF		
ALAA_COMPETENCE_	ALAA_COMPETENCE_NAME		
Aman_competence	Aman_competence		
Art_competence	Art_competence		
COMPETENCE-JOB	COMPETENCE-JOB		

Buttons: Freeze Flexfield Definition, Enabled, Segment Separator (Period (.)), Freeze Rollup Groups, Allow Dynamic Inserts

Messages: FRM-40400: Transaction complete: 1 records applied and saved. Record: 2/2 <OSC>

Segments (Grade Flexfield) - EGYPTGAS_GradeFlexfield

Name: Grade Name | Description: | Number: 1 | Enabled | Displayed | Insertable | Updatable | Indexed

Validation: Value Set, Default Type (Required), Description, Default Value, Security Enabled, Range

Sizes: Display Size 15, Description Size 50, Concatenated Description Size 25

Prompts: List Of Values: Grade Name, Window: Grade Name

Buttons: Value Set, Flexfield Qualifiers

Message: FRM-40400: Transaction complete: 2 records applied and saved. Record: 1/1 <OSC>

Key Flexfield Segments

Application: Human Resources | Flexfield Title: Grade Flexfield

Code	Title	Description	View Name
A2_Menes_grade_flex	A2_Menes_grade_flexfield		
ABC_Name	ABC Name		
EGYPTGAS_GradeFle	EGYPTGAS_GradeFlexfield		
ABC-GRADES	ABC-GRADES		FOR-ABC-COMPANY
ABC-CGRADE	ABC-CGRADE		
ABC_GRADE-FF	ABC_GRADE-FF		
ALAA_GRADE_NAME	ALAA_GRADE		
Aman_grade	Aman_grade		

Buttons: Freeze Flexfield Definition, Enabled, Segment Separator (Period (.)), Cross-Validate Segments, Freeze Rollup Groups, Allow Dynamic Inserts

Messages: FRM-40400: Transaction complete: 1 records applied and saved. Record: 3/3 <OSC>

Segments (Job Flexfield) - EGYPTGAS_JobFlexfield

Name: Job Name | Description: | Number: 2 | Enabled | Displayed | Insertable | Updatable | Indexed

Validation: Value Set, Default Type (Required), Description, Default Value, Security Enabled, Range

Sizes: Display Size 15, Description Size 50, Concatenated Description Size 25

Prompts: List Of Values: Job Name, Window: Job Name

Buttons: Value Set, Flexfield Qualifiers

Message: FRM-40400: Transaction complete: 1 records applied and saved. Record: 2/2 <OSC>

Key Flexfield Segments

Application: Human Resources | Flexfield Title: Job Flexfield

Code	Title	Description	View Name
ABC_JOB_FF	ABC_JOB_FF		
EGYPTGAS_JobFlexfi	EGYPTGAS_JobFlexfield		
A2_Menes_job.flexfi	A2_Menes_job.flexfield		
AAA_JOB_NAMES	AAA_JOB_NAMES		
AA_JOB_NAMES	AA_JOB_NAMES		
ABC	ABC		
ABC-JOBS	ABC-JOBS		FOR-ABC-COMPANY
ABCC-JOB	ABCC-JOB		

Buttons: Freeze Flexfield Definition, Enabled, Segment Separator (Period (.)), Cross-Validate Segments, Freeze Rollup Groups, Allow Dynamic Inserts

Messages: FRM-40400: Transaction complete: 1 records applied and saved. Record: 2/2 <OSC>

Key Flexfield Segments

Application: Human Resources | Flexfield Title: Job Flexfield

Code	Title	Description	View Name
ABC_JOB_FF	ABC_JOB_FF		
EGYPGAS_JobFlexfield	EGYPGAS_JobFlexfield		
A2 Menes_job_flexfield	A2 Menes_job_flexfield		
AAA_JOB_NAMES	AAA_JOB_NAMES		
AA_JOB_NAMES	AA_JOB_NAMES		
ABC	ABC		
ABC-JOBS	ABC-JOBS	FOR-ABC-COMPANY	
ABCC-JOB	ABCC-JOB		

Freeze Flexfield Definition
 Enabled
 Segment Separator (.)
 Freeze Rollup Groups
 Cross-Validate Segments
 Allow Dynamic Inserts

Segments

Segments (Job Flexfield) - EGYPTGAS_JobFlexfield

Name: Job Code | Description: | Number: 1 | Enabled | Displayed | Insertable | Updatable | Indexed

Validation:

Value Set: | Description: | Default Type: | Required | Security Enabled | Range: |

Sizes:

Display Size: 5 | Description Size: 50 | Concatenated Description Size: 25 | Prompts: List Of Values: Job Code | Window: Job Code |

Value Set | **Flexfield Qualifiers**

Key Flexfield Segments

Application: Payroll | Flexfield Title: People Group Flexfield

Code	Title	Description	View Name
A2 Menes_flexfield	A2 Menes_flexfield		
EGYPGAS_PeopleGr	EGYPGAS_PeopleGroupFlex		
ABCC-People GROUP	ABCC-People GROUP		
ABC_PEOPLE_GROUP	ABC_PEOPLE_GROUP_FF		
ABC_people group	ABC_people group	FOR-ABC-COMPANY	
ALAA_PEOPLE.GROU	ALAA_PEOPLE-GROUP		
Aman_People	Aman_People		
Art_pepole	Art_pepole		

Freeze Flexfield Definition
 Enabled
 Segment Separator (.)
 Freeze Rollup Groups
 Cross-Validate Segments
 Allow Dynamic Inserts

Segments

Segments (Position Flexfield) - EGYPTGAS_PositionFlexField

Name: Position Name | Description: | Number: 2 | Enabled | Displayed | Insertable | Updatable | Indexed

Validation:

Value Set: | Description: | Default Type: | Required | Security Enabled | Range: |

Sizes:

Display Size: 25 | Description Size: 50 | Concatenated Description Size: 25 | Prompts: List Of Values: Position Name | Window: Position Name |

Value Set | **Flexfield Qualifiers**

Segments (Position Flexfield) - EGYPTGAS_PositionFlexField

Name: Position Number | Description: | Number: 1 | Enabled | Displayed | Insertable | Updatable | Indexed

Validation:

Value Set: | Description: | Default Type: | Required | Security Enabled | Range: |

Sizes:

Display Size: 10 | Description Size: 50 | Concatenated Description Size: 25 | Prompts: List Of Values: Position Number | Window: Position Number |

Value Set | **Flexfield Qualifiers**

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Key Flexfield Segments

Application: Human Resources | Flexfield Title: Position Flexfield

Code	Title	Description	View Name
A2 Menes_position_ff	A2 Menes_position_flexfield		
EGYPTGAS_PositionFF	EGYPTGAS_PositionFlexField	FOR-ABC-COMPANY	
ABC-POSITION	ABC-POSITION	ABCC-POSITION	
ABCC-POSITION	ABCC-POSITION		
ABC_POSITION_FF	ABC_POSITION_FF		
ALAA_POSITION_NAM	ALAA_POSITION		
Aman_position	Aman_position		
Art_Position	Art_Position		

Freeze Flexfield Definition Enabled Segment Separator: Period (.) Allow Dynamic Inserts

Buttons: Compile, Segments

FRM-40400: Transaction complete: 1 records applied and saved.
Record: 2/2 <OSC>

Find System Profile Values

Display: Site | Application | Responsibility | Server (S) | Organization | User
 Profiles with No Values

Profile: HR_Egypt_Gas

Profile Option Name: HR:Business Group

Buttons: Find, Clear

System Profile Values

Profile Option Name	Site	Application	Responsibility	User
HR:Business Group	Vision Corporation	HR_Egypt_Gas	EGYPTGAS	

FRM-40401: No changes to save.
Record: 1/1 <OSC>

Find System Profile Values

Display: Site | Application | Responsibility | Server (S) | Organization | User
 Profiles with No Values

Profile: HR_Egypt_Gas

Profile Option Name: HR: Security Profile

Buttons: Find, Clear

System Profile Values

Profile Option Name	Site	Application	Responsibility	User
HR: Security Profile	Vision Corporation	HR_Egypt_Gas	EGYPTGAS	

FRM-40400: Transaction complete: 1 records applied and saved.
Record: 1/1 <OSC>

Users

Sequential Numbering

User Name: EGYPTGAS
 Password:
 Description:
 Status: Active
 Password Expiration:
 Days Accesses None

Person
 Customer:
 Supplier:
 E-Mail:
 Fax:

Effective Dates
 From: 17-09-2024
 To:

Buttons: Direct Responsibilities, Indirect Responsibilities, Securing Attributes

Table: Direct Responsibilities

Responsibility	Application	Description	Security Group	From	To
System Administrator	System Administration		Standard	17-09-2024	
Application Diagnostics	Application Object L		Standard	17-09-2024	
Global HRMS Manager - M	Human Resources		Standard	17-09-2024	

FRM-40400: Transaction complete: 1 records applied and saved.
Record: 1/1 <OSC>

Find System Profile Values

Display: Site | Application | Responsibility | Server (S) | Organization | User
 Profiles with No Values

Profile: HR_Egypt_Gas

Profile Option Name: HR:User Type

Buttons: Find, Clear

System Profile Values

Profile Option Name	Site	Application	Responsibility	User
HR:User Type	Vision Corporation	HR_Egypt_Gas	HR with Payroll User	

FRM-40400: Transaction complete: 1 records applied and saved.
Record: 1/1 <OSC>

Organization + Collective Agreement

Name EGYPTGAS Type Business Group

Dates From 01-09-1983 To []

Location egypt Internal or External Internal

Location Address 1street.....EG...

Internal Address []

Organization Classifications

Name	Enabled
HR Organization	<input type="checkbox"/>
Business Group	<input checked="" type="checkbox"/>

Others

FRM-40400: Transaction complete: 1 records applied and saved.
Record: 1/1 <OSC>

Organization + Collective Agreement

Additional Organization Information

Business Group Info.

EGYPTGAS|Automatic|Automatic|Automatic|EGYPTGAS_GradeFlexfield|EG...

OK

Internal Address []

Organization Classifications

Name	Enabled
HR Organization	<input checked="" type="checkbox"/>
Business Group	<input checked="" type="checkbox"/>

Others

Record: 1/1 <OSC>

Organization + Collective Agreement

Name EGYPTGAS Type Business Group

Dates From 01-09-1983 To []

Location egypt Internal or External Internal

Location Address 1street.....EG...

Internal Address []

Organization Classifications

Name	Enabled
HR Organization	<input checked="" type="checkbox"/>
Business Group	<input checked="" type="checkbox"/>

Others

FRM-40400: Transaction complete: 1 records applied and saved.
Record: 2/2 <OSC>

Organization + Collective Agreement

Name EGYPTGAS Type Business Group

Dates From 01-09-1983 To []

Location egypt Internal or External Internal

Location Address 1street.....EG...

Internal Address []

Organization Classifications

Name	Enabled
HR Organization	<input checked="" type="checkbox"/>
Business Group	<input checked="" type="checkbox"/>

Others

FRM-40400: Transaction complete: 1 records applied and saved.
Record: 1/2 <OSC>

Business Group Info.

Short Name EGYPTGAS

Employee Number Generation Automatic

Applicant Number Generation Automatic

Contingent Worker Number Generation Automatic

Grade Flexfield Structure EGYPTGAS_GradeFlexfield

Group Flexfield Structure EGYPTGAS_PeopleGroupFlexfield

Job Flexfield Structure EGYPTGAS_JobFlexfield

Costing Flexfield Structure EGYPTGAS_CostAllocationFlex

Position Flexfield Structure EGYPTGAS_PositionFlexfield

Competence Flexfield Structure EGYPTGAS_CompetenceFlexfield

Legislation Code Egypt

Currency EGP Egyptian Pound

Fiscal Year Start []

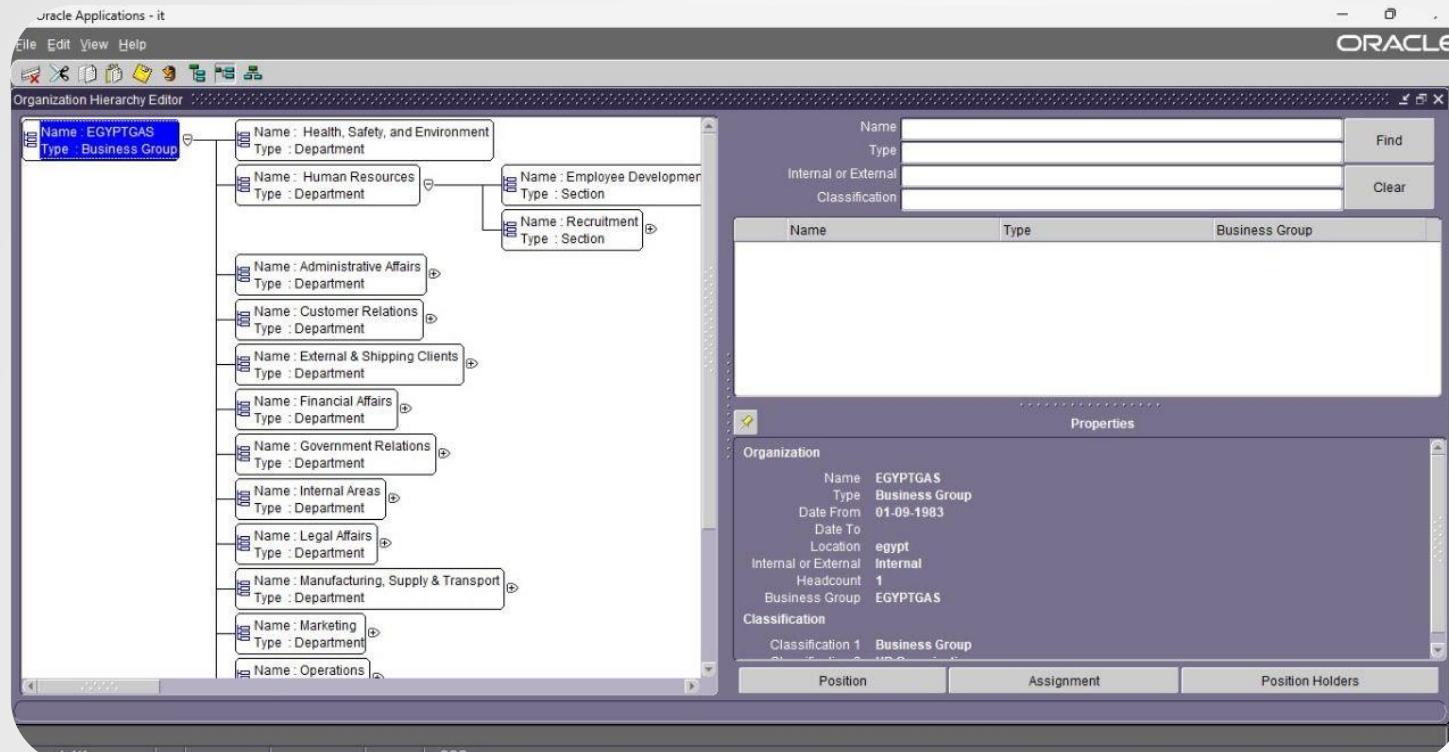
Minimum Working Age 18

Maximum Working Age 60

Choices in list: 48
Record: 1/1 <OSC>

OK Cancel Clear Help

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Oracle Applications - it

Organization

Name: Marketing Type: Department

Date: From 01-09-1983 To: _____

Location: egypt Internal or External: Internal

Location Address: 1street.....EG...
Internal Address: _____

Organization Classifications

Enabled:

Others: _____

Diagrammer:

FRM-40400: Transaction complete. 1 records applied and saved.
Record 1/1 List of Values Help

Oracle Applications - it

Job Group: HR 9383
Name: 01.Worker
Date: 01-09-1983
Approval Authority: Additional Employment Rights
 Benchmark Job

Benchmark Job Name: _____

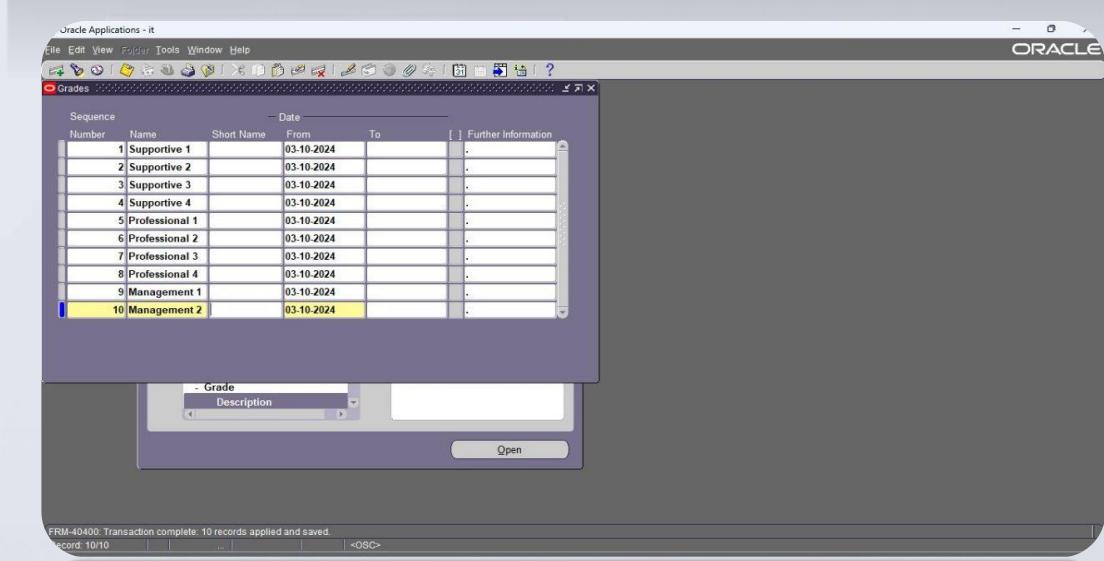
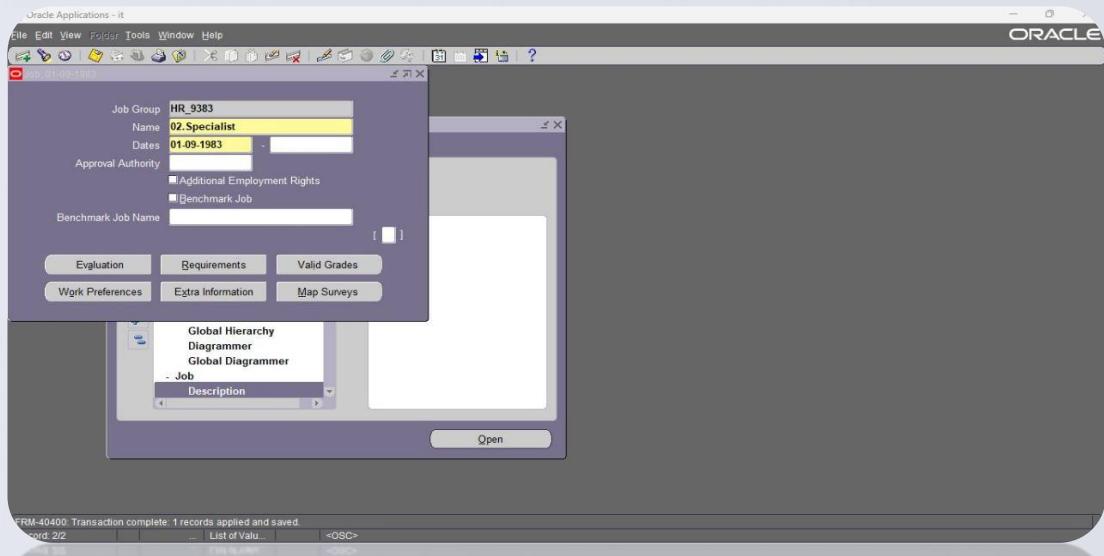
Evaluation Requirements Valid Grades
Work Preferences Extra Information Map Surveys

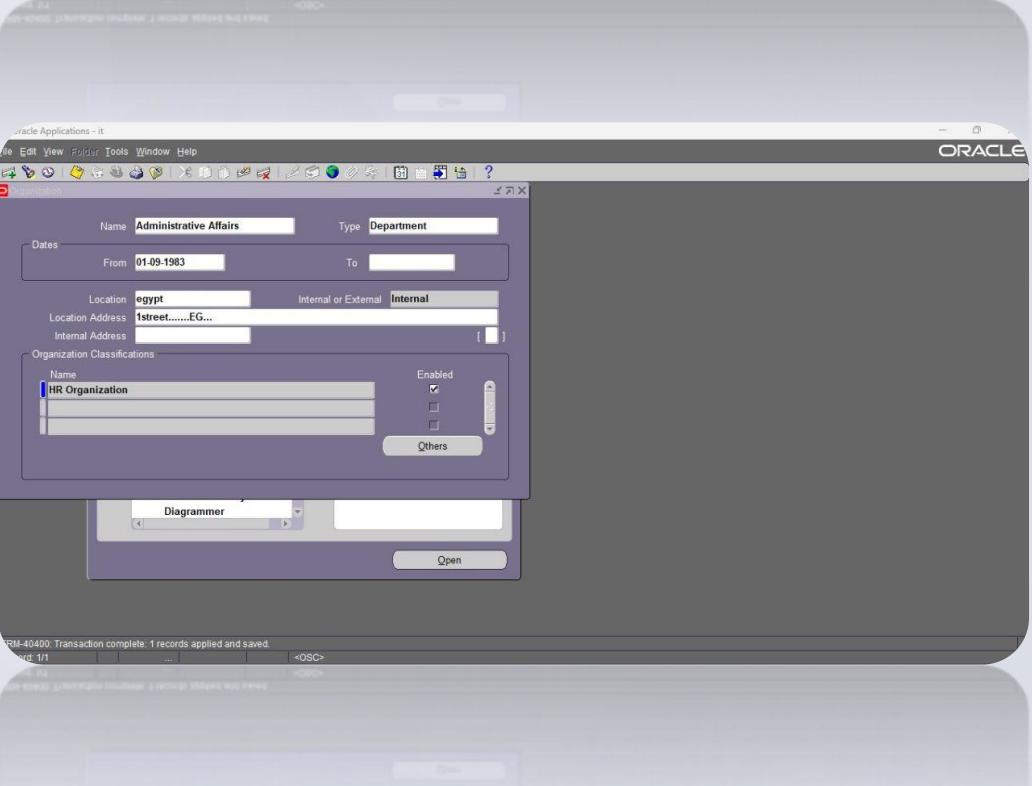
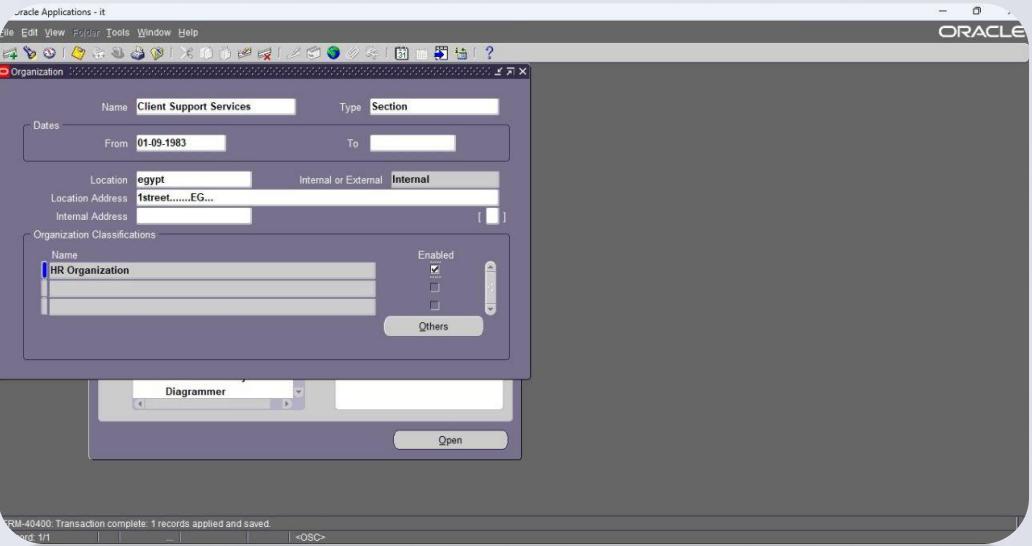
Job:

Global Hierarchy
Diagrammer
Global Diagrammer
Description

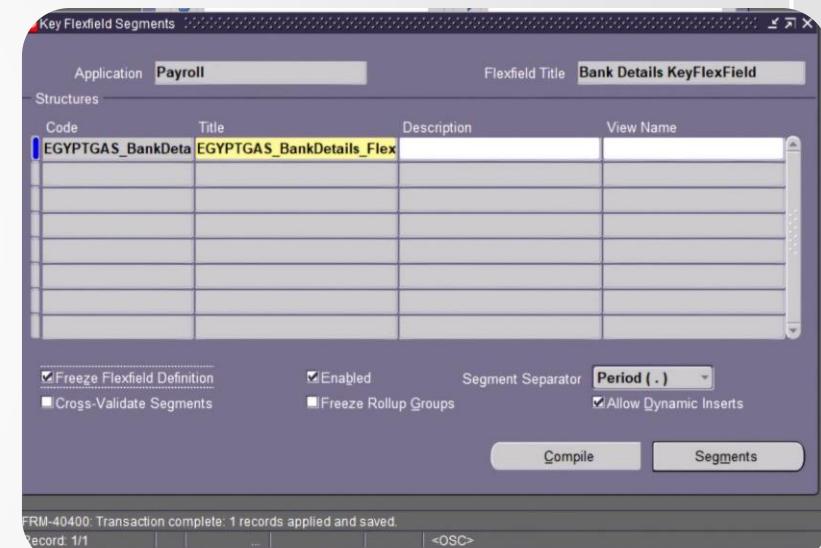
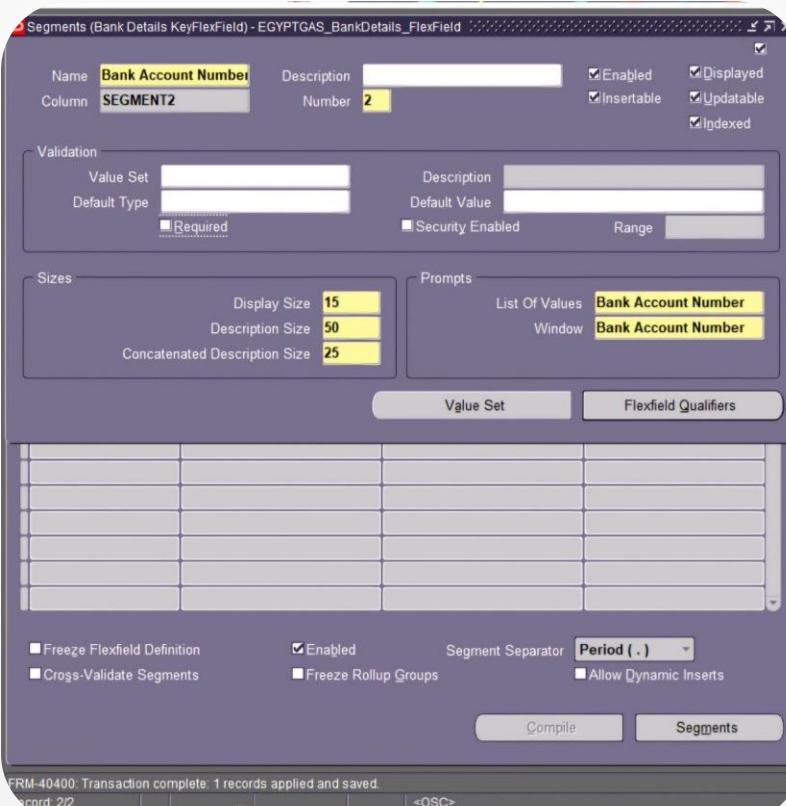
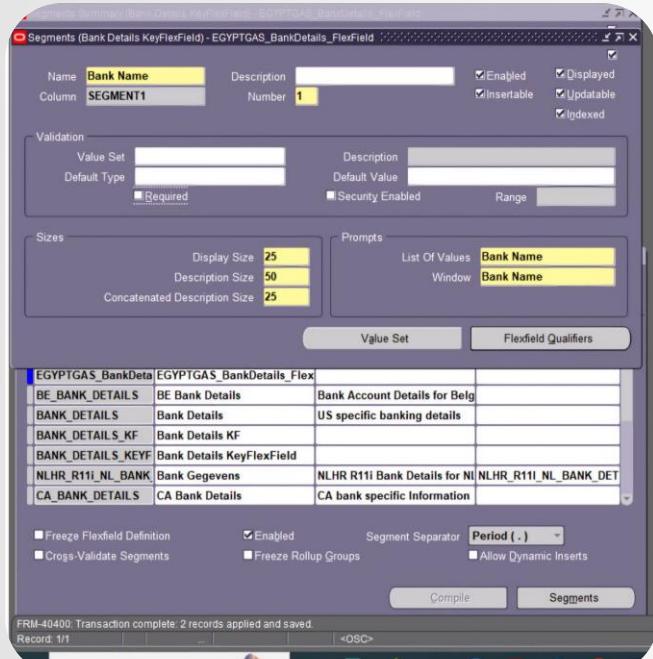
FRM-40400: Transaction complete. 1 records applied and saved.
Record 1/1 List of Values Help

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SYSTEM ADMINISTRATOR-APPLICATION-FLEXFIELD-KEY-SEGMENTS



Payment Type: 10-09-1983

User Name	EGYPTGAS_Bank	Category	Bank or Post Office
Currency	EGP	Country A/C	Egypt
Description	<input type="checkbox"/> Allowed As Default		
Pre-Validation	<input checked="" type="checkbox"/> Required	No of Days	Currency Value
Procedure	Name		
FRM-40400: Transaction complete: 1 records applied and saved. Record: 2/2 ... <OSC>			

Payment Type: 10-09-1983

User Name	EGYPTGAS_Cash	Category	Cash
Currency	EGP	Country A/C	Egypt
Description	<input type="checkbox"/> Allowed As Default		
Pre-Validation	<input checked="" type="checkbox"/> Required	No of Days	Currency Value
Procedure	Name		
FRM-40400: Transaction complete: 1 records applied and saved. Record: 1/1 ... <OSC>			

(HR_EGYPT_GAS) HR RESPONSIBILITY-
PAYROLL-PAYMENT TYPE

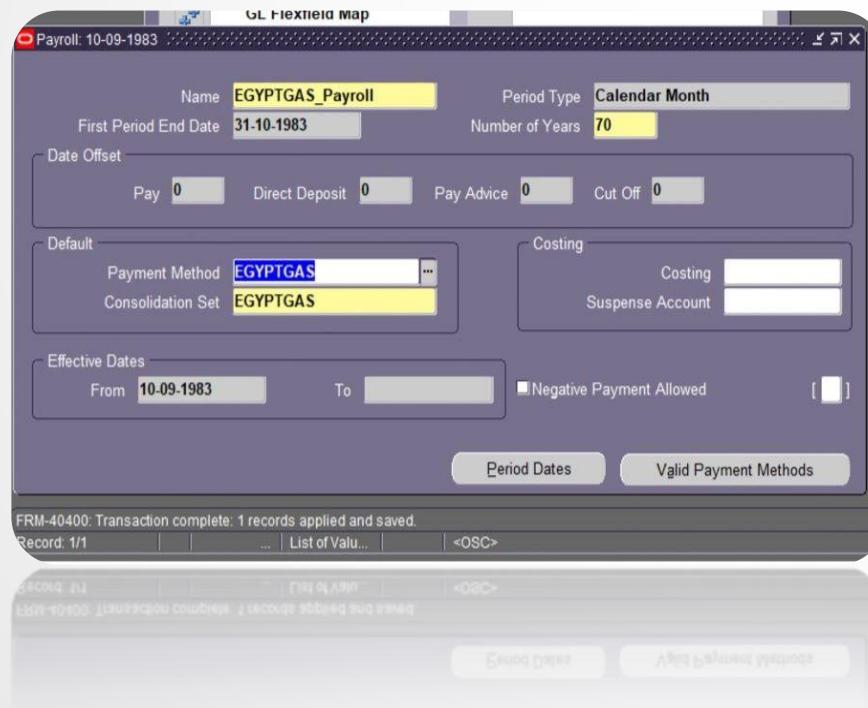
(HR_EGYPT_GAS)HR RESPONSIBILITY-PAYROLL-PAYMENT METHODS

Organizational Payment Method: 10-09-1983				
Name	EGYPTGAS			
Currency	EGP			
Source Bank	<input type="radio"/> Costing	<input type="radio"/> General Ledger	<input type="radio"/> Cash Management	<input type="radio"/> Other
Country	Egypt			
Bank Details	CIB.1100011100001110001.			
Effective Dates				
From	10-09-1983	To		
FRM-40400: Transaction complete: 1 records applied and saved.				
Record: 1/1	...	<OSC>		

Organizational Payment Method: 10-09-1983

Name	EGYPTGAS_Salary_Bank_Transfer_C	Type	EGYPTGAS_Bank
Currency	EGP	<input checked="" type="checkbox"/> Third Party Payment	
Source Bank		Costing	General Ledger
		Cash Management	Other
Country Egypt			
Bank Details CIB.110000111000011100011.			
Effective Dates			
From 10-09-1983		To	

(HR_EGYPT_GAS)HR RESPONSIBILITY_PAYROLL_DESCRIPTION



HR_EGYPT_GAS(HR RESPONSIBILITY)-TOTAL-COMPENSATION-BASIC-ELEMENT-DESCRIPTION.

HR_EGYPT_GAS(HR RESPONSIBILITY)-TOTAL-COMPENSATION-BASIC-ELEMENT-LINK ELEMENT TO PAYROLL.

The image displays three windows from a payroll system, illustrating the setup of a basic compensation element and its integration with payroll processing.

Left Window: Input Values(Basic Salary12000) 15-09-1983

- Table:** Shows the mapping of input values to sequence numbers. Row 1: Pay Value (Input Value) - Sequence 1, Units Money. Row 2: Input Value (Input Value) - Sequence 2, Units Money.
- Effective Dates:** From 15-09-1983, To [empty].
- Processing:** Standard tab selected. Type: Recurring. Termination: Last Standard Process. Priority: 1500. Skip Rule: [empty].
- Currency:** Input EGP, Output EGP.
- Qualifying Conditions:** Age, Length of Service, Units. Standard checkbox is checked.
- Buttons:** Input Values, Balance Feeds, Balance Feed Control(z), Frequency Rules(q), Exclude Balances, Iterative Rules(O), Extra Information(g), Usages.
- Status:** FRM-40400: Transaction complete: 2 records applied and saved. Record: 2/2 <OSC>

Middle Window: Element 15-09-1983

- General:** Name: Basic Salary12000, Reporting Name: [empty]. Primary Classification: Earnings, Benefit Classification: [empty]. Effective Dates: From 15-09-1983, To [empty].
- Processing:** Standard tab selected. Type: Recurring. Termination: Last Standard Process. Priority: 1500. Skip Rule: [empty].
- Currency:** Input EGP, Output EGP.
- Qualifying Conditions:** Age, Length of Service, Units. Standard checkbox is checked.
- Buttons:** Input Values, Balance Feeds, Balance Feed Control(z), Frequency Rules(q), Exclude Balances, Iterative Rules(O), Extra Information(g), Usages.
- Status:** Record: 1/1 <OSC>, Element Description, Top Item List, <OSC>.

Right Window: Element Link 15-09-1983

- General:** Element Name: Basic Salary12000, Description: Earnings, Classification: Standard. Eligibility Criteria: Organization: EGYPTGAS, Job: [empty], Grade: [empty]. Employment Category: Salary Basis.
- Costing:** Costable Type: Not Costed (A). Distribution Set: Costing, Balancing. Create in Batch Mode: [empty].
- Buttons:** Input Values, Link Status: Complete.
- Status:** FRM-40400: Transaction complete: 1 records applied and saved. Record: 1/1 <OSC>. A pink status bar at the bottom indicates: "Delete this package before saving - application mode constraint error 40400-1909".

Input Values(Housing Alloance12000): 15-09-1983

Name	Pay Value	Units	Money	Sequence	1	Required	<input type="checkbox"/>	User Enterable	<input checked="" type="checkbox"/>	Database Item	<input type="checkbox"/>
------	-----------	-------	-------	----------	---	----------	--------------------------	----------------	-------------------------------------	---------------	--------------------------

Element: 15-09-1983

Name	Housing Alloance12000	Reporting Name	
Description			
Primary Classification	Earnings	Benefit Classification	
Effective Dates	From 15-09-1983	To	
Processing			
Standard			
Type	<input type="radio"/> Nonrecurring	<input checked="" type="radio"/> Recurring	<input type="checkbox"/> Multiple Entries Allowed
Termination	<input type="radio"/> Actual Termination	<input type="radio"/> Final Close	<input type="checkbox"/> Additional Entry Allowed
	<input type="radio"/> Last Standard Process		<input type="checkbox"/> Closed for Entry
Priority	1500	Skip Rule	<input type="checkbox"/> Process in Run
Currency			
Input	EGP	Output	EGP
Qualifying Conditions			
Age		Length of Service	
Units			
<input type="checkbox"/> Standard			
Further Information			
Input Values		Balance Feeds	Balance Feed Control(z)
Exclude Balances		Iterative Rules(O)	Extra Information(g)
Frequency Rules(q)		Usages	

RM-40400: Transaction complete: 1 records applied and saved.
cord: 1/1 <OSC>

Input Values(Housing Alloance12000): 15-09-1983

Name	Pay Value	Units	Money	Sequence	1	Required	<input type="checkbox"/>	User Enterable	<input type="checkbox"/>	Database Item	<input checked="" type="checkbox"/>
------	-----------	-------	-------	----------	---	----------	--------------------------	----------------	--------------------------	---------------	-------------------------------------

Element: 15-09-1983

Name	Housing Alloance12000	Reporting Name	
Description			
Primary Classification	Earnings	Benefit Classification	
Effective Dates	From 15-09-1983	To	
Processing			
Standard			
Type	<input type="radio"/> Nonrecurring	<input checked="" type="radio"/> Recurring	<input type="checkbox"/> Multiple Entries Allowed
Termination	<input type="radio"/> Actual Termination	<input type="radio"/> Final Close	<input type="checkbox"/> Additional Entry Allowed
	<input type="radio"/> Last Standard Process		<input type="checkbox"/> Closed for Entry
Priority	1500	Skip Rule	<input type="checkbox"/> Process in Run
Currency			
Input	EGP	Output	EGP
Qualifying Conditions			
Age		Length of Service	
Units			
<input type="checkbox"/> Standard			
Further Information			
Input Values		Balance Feeds	Balance Feed Control(z)
Exclude Balances		Iterative Rules(O)	Extra Information(g)
Frequency Rules(q)		Usages	

RM-40400: Transaction complete: 1 records applied and saved.
cord: 1/1 <OSC>

Input Values(Transportation12000): 15-09-1983

Name	Pay Value	Units	Money	Sequence	1	Required	<input type="checkbox"/>	User Enterable	<input checked="" type="checkbox"/>	Database Item	<input type="checkbox"/>
------	-----------	-------	-------	----------	---	----------	--------------------------	----------------	-------------------------------------	---------------	--------------------------

Element: 15-09-1983

Name	Transportation12000	Reporting Name	
Description			
Primary Classification	Earnings	Benefit Classification	
Effective Dates	From 15-09-1983	To	
Processing			
Standard			
Type	<input type="radio"/> Nonrecurring	<input checked="" type="radio"/> Recurring	<input type="checkbox"/> Multiple Entries Allowed
Termination	<input type="radio"/> Actual Termination	<input type="radio"/> Final Close	<input type="checkbox"/> Additional Entry Allowed
	<input type="radio"/> Last Standard Process		<input type="checkbox"/> Closed for Entry
Priority	1500	Skip Rule	<input type="checkbox"/> Process in Run
Currency			
Input	EGP	Output	EGP
Qualifying Conditions			
Age		Length of Service	
Units			
<input type="checkbox"/> Standard			
Further Information			
Input Values		Balance Feeds	Balance Feed Control(z)
Exclude Balances		Iterative Rules(O)	Extra Information(g)
Frequency Rules(q)		Usages	

RM-40400: Transaction complete: 1 records applied and saved.
cord: 1/1 <OSC>

Element Link: 15-09-1983

Element Name	Transportation12000	Processing Type	<input checked="" type="radio"/> Recurring <input type="radio"/> Nonrecurring
Description			
Classification	Earnings		<input type="checkbox"/> Standard
Eligibility Criteria			
Organization	EGYPTGAS	Group	
Job		Position	
Grade		Location	egypt
Employment Category		Payroll	EGYPTGAS_Payroll
Salary Basis		<input type="checkbox"/> Link To All Payrolls	

Costing **Qualifying Conditions** **Miscellaneous**

Costable Type		Distribution Set	<input type="checkbox"/> Transfer To GL
<input checked="" type="radio"/> Not Costed (A)	<input type="radio"/> Fixed Costed	Costing	
<input type="radio"/> Costed	<input type="radio"/> Distributed	Balancing	

Create in Batch Mode Link Status: Complete

Input Values

RM-40400: Transaction complete: 1 records applied and saved.

Element Link: 15-09-1983

Element Name	Mobile Bill12000	Processing Type	<input checked="" type="radio"/> Recurring <input type="radio"/> Nonrecurring
Description			
Classification	Earnings		<input type="checkbox"/> Standard
Eligibility Criteria			
Organization	EGYPTGAS	Group	
Job		Position	
Grade		Location	egypt
Employment Category		Payroll	EGYPTGAS_Payroll
Salary Basis		<input type="checkbox"/> Link To All Payrolls	

Costing **Qualifying Conditions** **Miscellaneous**

Costable Type		Distribution Set	<input type="checkbox"/> Transfer To GL
<input checked="" type="radio"/> Not Costed (A)	<input type="radio"/> Fixed Costed	Costing	
<input type="radio"/> Costed	<input type="radio"/> Distributed	Balancing	

Create in Batch Mode Link Status: Complete

Input Values

FRM-40400: Transaction complete: 1 records applied and saved.

Input Values(Mobile Bill12000) 15-09-1983

Name	Units	Sequence	Required	User Enterable	Database Item
Pay Value	Money	1	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Element: 15-09-1983

Name	Mobile Bill12000	Reporting Name	
Description			
Primary Classification	Earnings	Benefit Classification	
Effective Dates	From 15-09-1983	To	
Processing			
Type	<input checked="" type="radio"/> Recurring	<input type="checkbox"/> Multiple Entries Allowed	
	<input type="radio"/> Nonrecurring	<input type="checkbox"/> Additional Entry Allowed	
	<input type="radio"/> Last Standard Process	<input type="checkbox"/> Closed for Entry	
Termination	<input type="radio"/> Actual Termination	<input checked="" type="checkbox"/> Process in Run	
	<input type="radio"/> Final Close	<input type="checkbox"/> Once Each Period	
	<input type="radio"/> Last Standard Process	<input type="checkbox"/> Indirect Results(J)	
		<input type="checkbox"/> Adjustment Only(J)	
		<input type="checkbox"/> Third Party Payment	
Priority	1500	Skip Rule	
Currency			
Input	EGP	Output	EGP
Qualifying Conditions			
Age		Length of Service	
Units			
<input type="checkbox"/> Standard			
Further Information			

Input Values Balance Feeds Balance Feed Control(g) Frequency Rules(q)

Exclude Balances Iterative Rules(O) Extra Information(g) Usages

RM-40400: Transaction complete: 1 records applied and saved.

Element Link: 15-09-1983

Element Name	Mobile Bill12000	Processing Type	<input checked="" type="radio"/> Recurring <input type="radio"/> Nonrecurring
Description			
Classification	Earnings		<input type="checkbox"/> Standard
Eligibility Criteria			
Organization	EGYPTGAS	Group	
Job		Position	
Grade		Location	egypt
Employment Category		Payroll	EGYPTGAS_Payroll
Salary Basis		<input type="checkbox"/> Link To All Payrolls	

Costing **Qualifying Conditions** **Miscellaneous**

Costable Type		Distribution Set	<input type="checkbox"/> Transfer To GL
<input checked="" type="radio"/> Not Costed (A)	<input type="radio"/> Fixed Costed	Costing	
<input type="radio"/> Costed	<input type="radio"/> Distributed	Balancing	

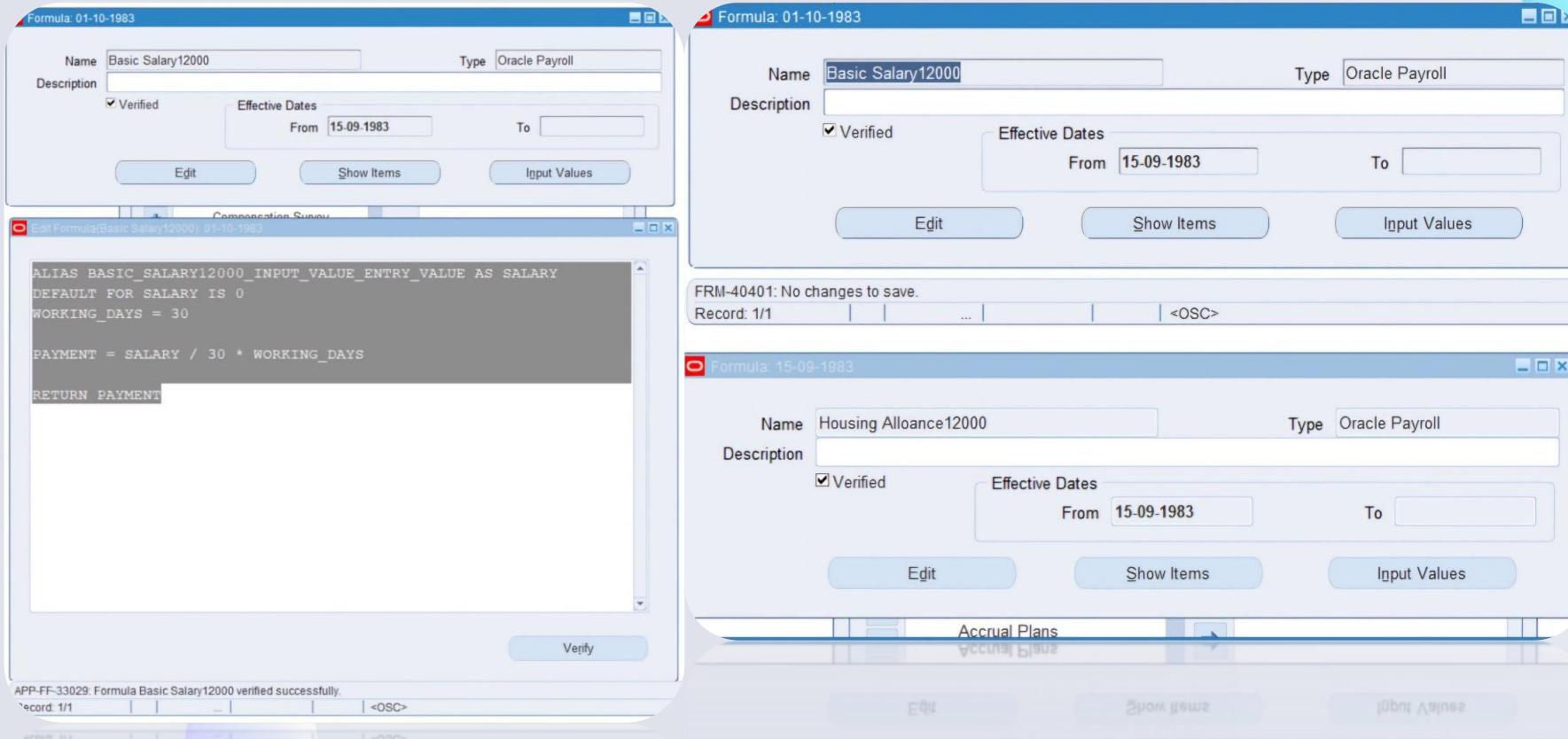
Create in Batch Mode Link Status: Complete

Input Values

FRM-40400: Transaction complete: 1 records applied and saved.

HR_Egypt_Gas(HR responsibility)-total-compensation-basic-write formulas

HR_Egypt_Gas(HR responsibility)-total-compensation-basic-formula



Formula: 15-09-1983

Name	Housing Alloance12000	Type	Oracle Payroll
Description			
<input checked="" type="checkbox"/> Verified	Effective Dates		
	From	15-09-1983	To
<input type="button" value="Edit"/>		<input type="button" value="Show Items"/>	<input type="button" value="Input Values"/>

FRM-40400: Transaction complete: 1 records applied and saved.
Record: 1/1 <OSC>

Accrual_Plans
Edit Formula(Housing Alloance12000): 15-09-1983

```
ALIAS BASIC_SALARY12000_INPUT_VALUE_ENTRY_VALUE AS SALARY
DEFAULT FOR SALARY IS 0
HOUSING = SALARY * 0.25
RETURN HOUSING
```

APP-FF-33029: Formula Housing Alloance12000 verified successfully.
Record: 1/1 ... <OSC>

```
ALIAS BASIC_SALARY12000_INPUT_VALUE_ENTRY_VALUE AS SALARY  
DEFAULT FOR SALARY IS 0  
Transportation = SALARY * 0.10  
RETURN Transportation
```

Formula: 01-10-1983

Name <input type="text" value="Transportation12000"/>	Type <input type="text" value="Oracle Payroll"/>
Description <input type="text"/>	
<input checked="" type="checkbox"/> Verified	Effective Dates
	From <input type="text" value="15-09-1983"/>
	To <input type="text"/>
<input type="button" value="Edit"/> <input type="button" value="Show Items"/> <input type="button" value="Input Values"/>	

FRM-40400: Transaction complete: 1 records applied and saved.
Record: 1/1 ... <OSC>

APP-FF-33029: Formula Transportation12000 verified successfully.
Record: 1/1 ... <OSC>

- Basic

Formula Result Rules: 15-09-1983

Element	Name <input type="text" value="Basic Salary12000"/>	Classification <input type="text" value="Earnings"/>	<input type="button" value="Find"/>		
Description <input type="text"/>					
Processing Rules	Effective Dates				
Name <input type="text" value="Standard"/>	Formula <input type="text" value="Basic Salary12000"/>	From <input type="text" value="15-09-1983"/>	To <input type="text"/>		
<input type="button" value="..."/>					
Formula Results					
Name <input type="text"/>	Type <input type="text"/>	Element <input type="text"/>	Input Value <input type="text"/>	Units <input type="text"/>	Message Severity <input type="text"/>
<input type="button" value="..."/>					

FRM-40400: Transaction complete: 1 records applied and saved.
Record: 1/1 ... <OSC>

Formula Result Rules: 15-09-1983

Element

Name	Basic Salary12000	Classification	Earnings	Find
------	-------------------	----------------	----------	------

Description

Processing Rules

Name	Standard	Formula	Basic Salary12000
------	----------	---------	-------------------

Effective Dates

From	15-09-1983	To	
------	------------	----	--

Formula Results

Name	Type	Element	Input Value	Units	Message Severity
PAYMENT	Direct result		Pay Value	Money	

FRM-40400: Transaction complete: 1 records applied and saved.
Record: 2/2 ... List of Values <OSC>

Formula Result Rules: 15-09-1983

Element

Name	Housing Alloance12000	Classification	Earnings	Find
------	-----------------------	----------------	----------	------

Description

Processing Rules

Name	Standard	Formula	Housing Alloance12000
------	----------	---------	-----------------------

Effective Dates

From	15-09-1983	To	
------	------------	----	--

Formula Results

Name	Type	Element	Input Value	Units	Message Severity
------	------	---------	-------------	-------	------------------

FRM-40400: Transaction complete: 1 records applied and saved.
Record: 1/1 ... <OSC>

Formula Result Rules: 15-09-1983

Element

Name	Housing Alloance12000	Classification	Earnings	Find
------	-----------------------	----------------	----------	------

Description

Processing Rules

Name	Standard	Formula	Housing Alloance12000
------	----------	---------	-----------------------

Effective Dates

From	15-09-1983	To	
------	------------	----	--

Formula Results

Name	Type	Element	Input Value	Units	Message Severity
HOUSING	Direct result		Pay Value	Money	

FRM-40400: Transaction complete: 1 records applied and saved.
Record: 2/2 ... List of Values <OSC>

HR_Egypt_Gas (Hr responsibility)-people-enter&maintain-assignment-entries.

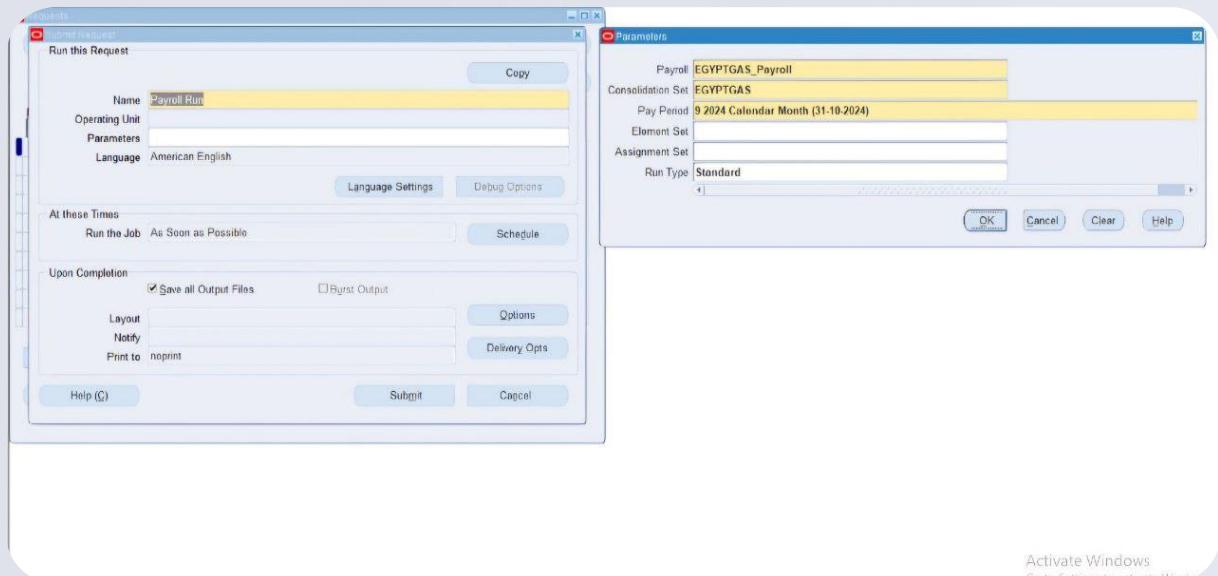
HR_Egypt_Gas(HR responsibility)-people-enter&maintain-assignment-others-quick-pay.

The screenshot displays four windows from an SAP HR application:

- Assignment Entries (Left Window):** Shows a grid of assignment entries for employee 01-10-1983 (Ahmed Gowied, Mr. Wael). The grid includes columns for Element Name, Processing Type, Costing, Reason, and Effective Dates (From: 01-10-1983, To: 01-10-1983). A processing type filter shows 'Recurring' selected. Buttons at the bottom include 'Entry Values' and 'Balance Groupup'.
- Pay Value Input (Top Right Window):** A dialog box titled 'Pay Value' with 'Input Value' set to 12000.00.
- Assignment Number (Bottom Left Window):** A configuration window for a QuickPay run. It includes fields for Assignment Number (1), Collective Agreement (EGYPTGAS), Date Paid (01-10-1983), Period (9 1983 Calendar Month), Consolidation Set (EGYPTGAS), Date Earned (01-10-1983), Run Type (Standard), Status (Complete), and Number (1). It also contains sections for Pay Advice, QuickPay Pre-payment, and QuickPay Archive.
- Run Results (Bottom Right Window):** A summary window showing the results of the QuickPay run. It lists four assignments with their respective element names, classifications, modified status, units, and pay values:

Element Name	Classification	Modified	Units	Pay Value
Basic Salary12000	Earnings	EGP	Money	12000.00
Housing Allowance1200	Earnings	EGP	Money	3000.00
Transportation12000	Earnings	EGP	Money	1200.00
Mobile Bill12000	Earnings	EGP	Money	700.00

View - Requests - summit a new request - payroll run



Activate Windows
Go to Settings to activate Windows

Submit Request

Run this Request

Name: Payroll Run

Operating Unit: EGYPTGAS_Payroll.EGYPTGAS.9 2024 Calendar Month (31-10-2024).. Standard

Parameters: American English

At these Times

Run the Job: As Soon as Possible

Schedule

Upon Completion

Save all Output Files Burst Output

Layout Options

Notify Delivery Opt

Print to: noprint

Help (C) Submit Cancel

Enter personal and assignment information

Requests

Refresh Data Find Requests Submit a New Request Submit New Request Set

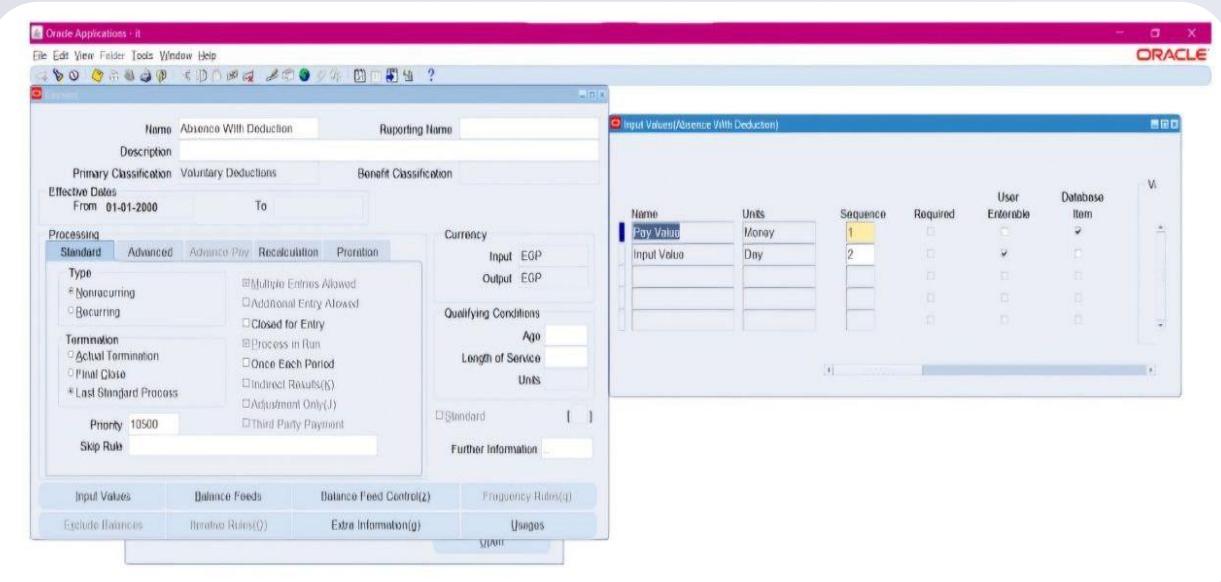
Auto Refresh (X) Copy Single Request Copy Request Set

Request ID	Name	Parent	Phase	Status	Parameters
8306973	Payroll Worker Process	8306969	Completed	Normal	SLAVE, 1093702, , R, 1
8306972	Payroll Worker Process	8306969	Completed	Normal	SLAVE, 1093702, , R, 1
8306971	Payroll Worker Process	8306969	Completed	Normal	SLAVE, 1093702, , R, 1
8306970	Payroll Worker Process	8306969	Completed	Normal	SLAVE, 1093702, , R, 1
8306969	Payroll Run		Completed	Normal	RUN, 1614, 27333, 2024/10/31
8306700	Payroll Worker Process	8306696	Completed	Normal	SLAVE, 1091704, , R, 1
8306699	Payroll Worker Process	8306696	Completed	Normal	SLAVE, 1091704, , R, 1
8306698	Payroll Worker Process	8306696	Completed	Normal	SLAVE, 1091704, , R, 1
8306697	Payroll Worker Process	8306696	Completed	Normal	SLAVE, 1091704, , R, 1
8306696	Payroll Run		Completed	Normal	RUN, 1614, 27333, 2024/09/30

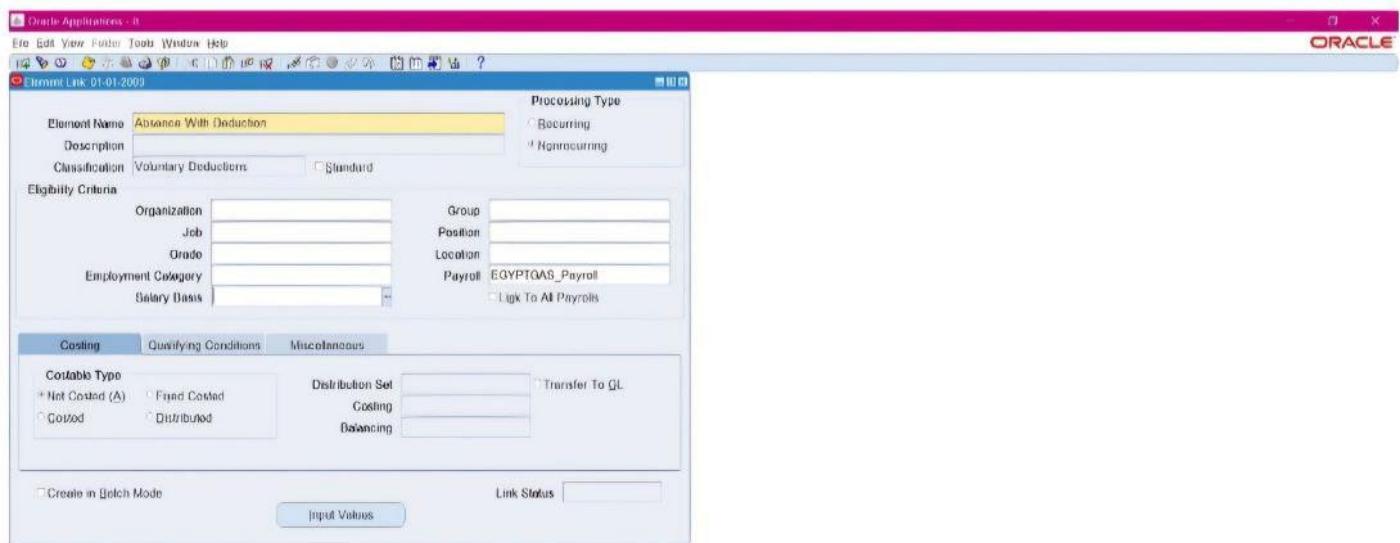
Hold Request View Details Rerun Request View Output

Cancel Request Diagnostics Reprint/Republish (J) View Log (K)

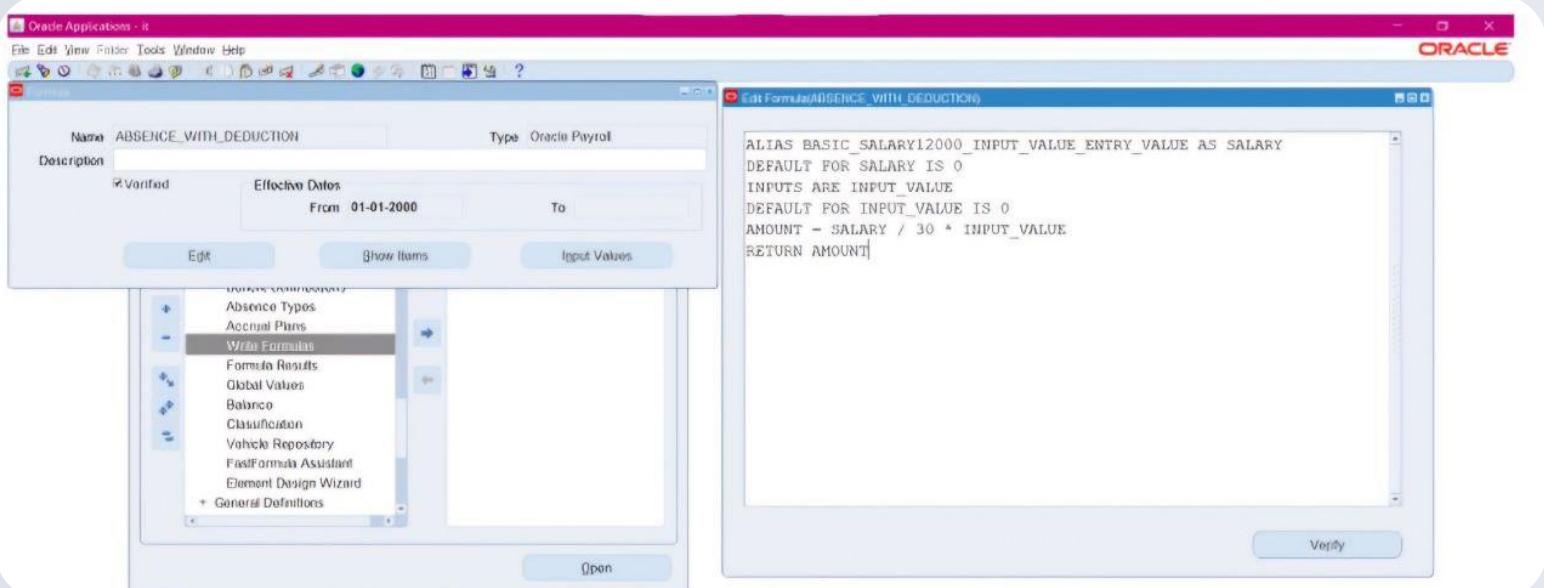
1-create payroll element total compensation-basic-element description



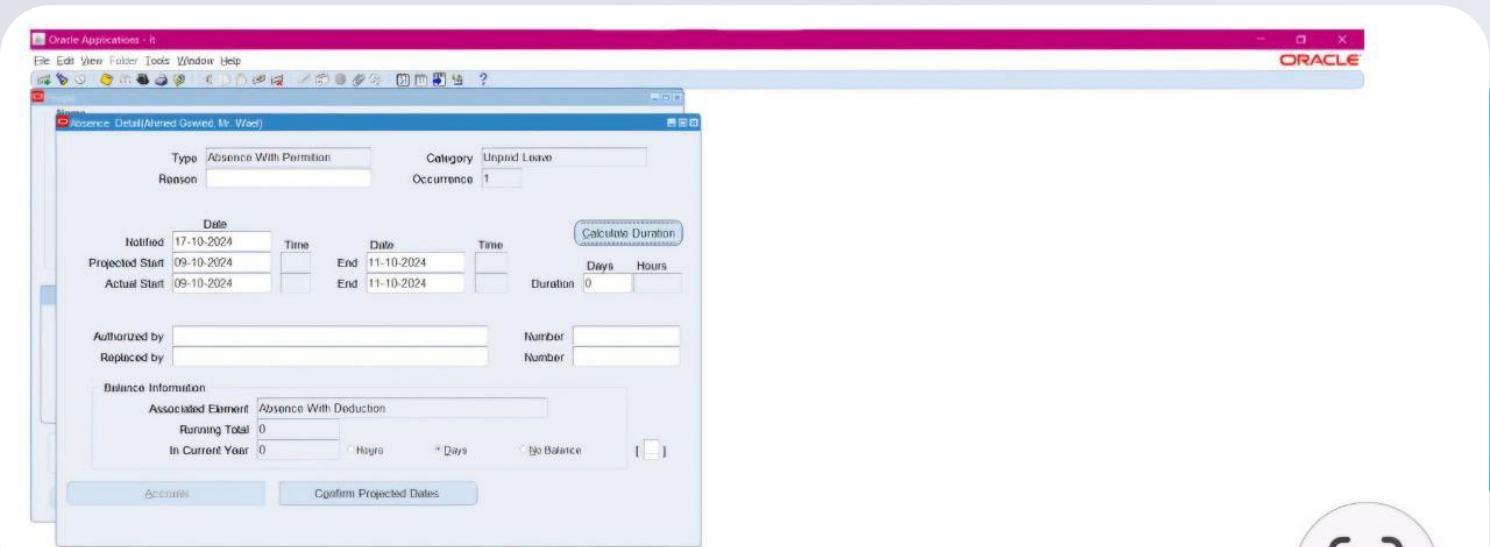
2-link element with payroll total compensation-basic-link



3-formula total compensation-basic-write formulas



4-link formula with element total compensation-basic-formula results

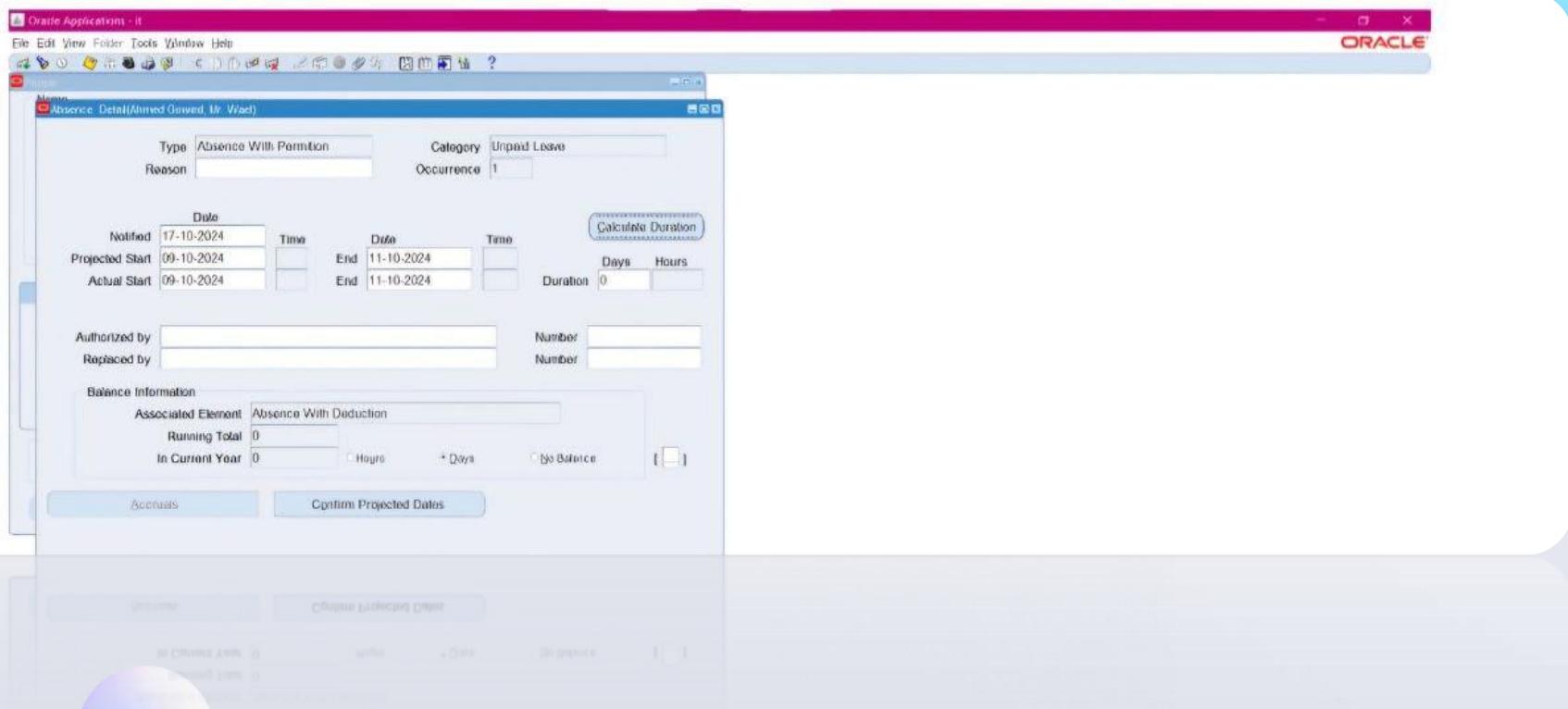


The screenshot shows a window titled "Leave Detail (Alfred Oswald, Mr. Wod)" from Oracle Applications - IT. The window displays a leave application form with the following details:

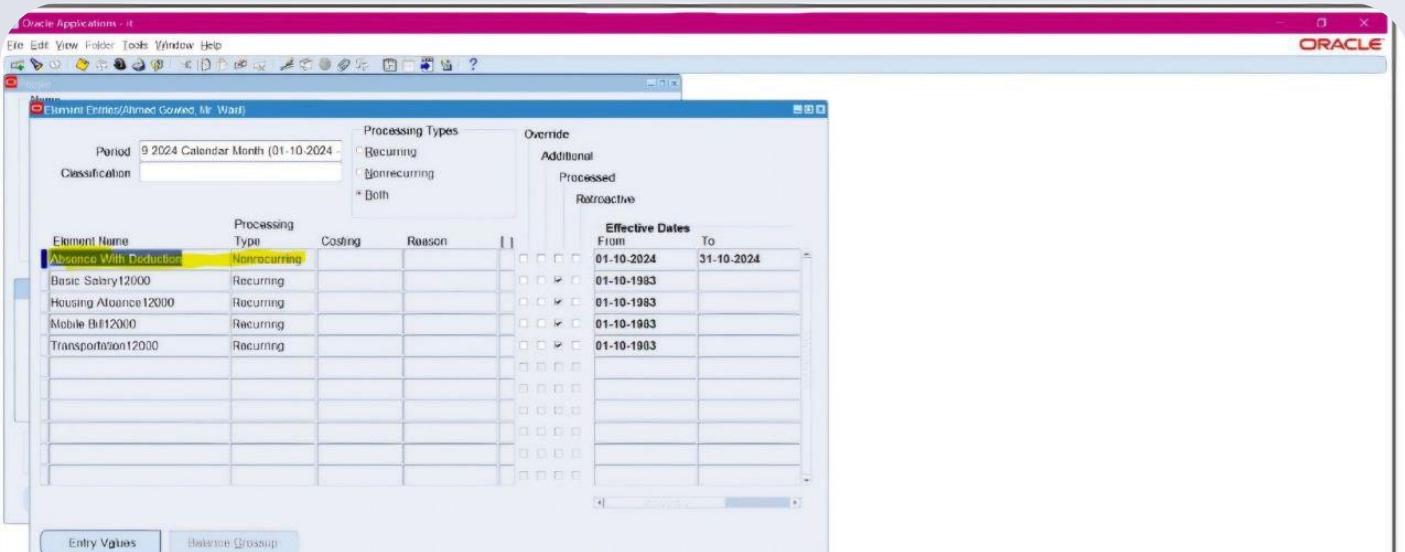
- Type: Absence With Permission
- Category: Unpaid Leave
- Reason: (empty)
- Occurrence: 1
- Date:
 - Notified: 17-10-2024
 - Projected Start: 09-10-2024
 - Actual Start: 09-10-2024
 - Time:
 - End: 11-10-2024
 - End: 11-10-2024
 - Calculate Duration
 - Duration: 0 Days, 0 Hours
- Authorized by: (empty)
- Replaced by: (empty)
- Number: (empty)
- Balance Information:
 - Associated Element: Absence With Deduction
 - Running Total: 0
 - In Current Year: 0
 - Hours: (radio button)
 - Days: (radio button)
 - No Balance: (radio button)
- Buttons: Accrues, Confirm Projected Dates



People-enter and maintain-others-absence



People-enter and maintain-assignment-entries



Recruitment →

Recruitment Activity

Define Recruitment Activity:

- Enter Activity Name**
- Enter Dates**
- Enter Org.**
- Enter Actual & Planned Costs**
- Enter Authorized, Internal &**
- Contact Person's Details**
- Enter Recruiting For. (Previous Step in Recruitment Cycle)**

Oracle Applications - erp_acc

File Edit View Folder Tools Window Help

Recruitment Activity 01-01-2024

Name: Linked in ad Type: Advertisement
Start Date: 01-01-2024 End Date: 07-01-2024 Closing Date: 07-01-2024 Organization: CLAIMS
Currency: EGP Actual Cost: 10000.00 Planned Cost: 10000.00

Authorized by: Amer, Miss Ghada Number: 4
External Contact: fady elhosiny Telephone: 0100200002

Internal Contact: Elhosiny, Mr. fady Number: 1
Within Recruitment Activity: Name: Type:

Recruiting For

FRM-40400: Transaction complete. 2 records applied and saved.
*cord: 3/3 | ... | List of Values | <OSC>

This screenshot shows the Oracle Applications recruitment activity window. It displays basic details like start and end dates, currency, and organization. It also lists authorized contacts and internal contacts. A 'Recruiting For' button is present at the bottom.

ORACLE

Recruiting For (linked in ad) 01-01-2024

Vacancy: claims Specialist, claimsSection Head

Name: Linked in ad Type: Advertisement
Start Date: 01-01-2024 End Date: 07-01-2024 Closing Date: 07-01-2024 Organization: CLAIMS
Currency: EGP Actual Cost: 10000.00 Planned Cost: 10000.00

Authorized by: Amer, Miss Ghada Number: 4
External Contact: fady elhosiny Telephone: 0100200002

Internal Contact: Elhosiny, Mr. fady Number: 1
Within Recruitment Activity: Name: Type:

Recruiting For

FRM-40400: Transaction complete. 2 records applied and saved.
*cord: 3/3 | ... | List of Values | <OSC>

This screenshot shows the same recruitment activity window as the first one, but with more detailed configurations. It includes specific vacancy names and a more comprehensive list of authorized contacts. A success message at the bottom indicates the transaction was completed successfully.

THANK YOU