

Oracle

Talent Management Cloud Implementing Goal Management

Release 12

This guide also applies to on-premises
implementations

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Preface

This preface introduces information sources that can help you use the application.

Oracle Applications Help

Use the help icon  to access Oracle Applications Help in the application. If you don't see any help icons on your page, click the Show Help icon  in the global header. Not all pages have help icons. You can also access Oracle Applications Help at <https://fusionhelp.oracle.com>.

Using Applications Help

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Additional Resources

- **Community:** Use [Oracle Applications Customer Connect](#) to get information from experts at Oracle, the partner community, and other users.
- **Guides and Videos:** Go to the [Oracle Help Center](#) to find guides and videos.
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1 Introduction

Implementing Goal Management: Guide Overview

This guide describes the setup and implementation tasks for the Define Worker Goal Setting task list. Using these tasks you can implement and maintain Oracle Fusion Goal Management to set up and define goals that support common objectives of an organization.

This topic shows the scope of the guide, lists where to find information about prerequisites and pertinent information about implementing the Oracle Talent Cloud, summarizes the contents of each chapter, and describes where to find additional information for the tasks in the Define Worker Goal Setting task list.

Prerequisites

Before setting up Goal Management you must implement either:

- HCM Base
- Talent Management Base

You are also required to configure other applications and elements. The table lists sources of information, including guides and help topics, and a description of what they contain, to help you set up the configuration that fits your business needs and processes.

| Source | Contents |
|---|--|
| Oracle HCM Cloud Getting Started with Oracle Talent Management Cloud | Provides an overview of Talent Management Cloud options, purchasing and activation options, basic information for implementing Talent Management applications, and describes work areas. |
| Oracle Talent Management Cloud Implementing Talent Management Base | Describes user and role synchronization, implementation user setup, enterprise and workforce structures, workforce profiles, approvals, help configuration, and more. |
| Oracle Global Human Resources Cloud Implementing Global Human Resources | Describes user and role synchronization, implementation user setup, enterprise and workforce structures, workforce profiles, approvals, help configuration, and more. |
| Human Capital Management Cloud Integrating with Oracle HCM Cloud | Describes integration types, how to use file-based and spreadsheet loaders, integrations with Oracle Taleo Recruiting, web services, and coexistence. |
| Human Capital Management Cloud Securing Oracle HCM Cloud | Describes Oracle Human Management Cloud security, types of roles and how to create them, managing user accounts, types of security profiles and managing them, Oracle Identity Management, and Oracle Fusion Transactional Business Intelligence and Business Intelligence Publisher security. |
| Oracle HCM Cloud Using Analytics and Reports | Describes the reports available for each role, such as Human Resource (HR) manager, HR specialist, and line manager, how to create briefing books and schedule reports. |
| Oracle HCM Cloud Creating and Editing Analytics and Reports | Illustrates how to save analytics and reports, describes data structure for analytics, creating and editing analyses, using flexfields in reports, and customizing reports. |

| Source | Contents |
|--|---|
| Oracle Applications Cloud Using Functional Setup Manager | Describes how to use Functional Setup Manager, setting up security to use it, and describes the Offerings, Features, Business Process, and Related Documents. |
| Oracle Applications Cloud Extending the Applications for Functional Administrators | Describes page, navigation and Help customization, how to use sandboxes, and how to use flexfields for custom attributes. |

Introduction

| Chapter | Title | Contents |
|---------|---------------------------|---|
| 2 | Overview and Integrations | An overview of Oracle Fusion Goal Management implementation and description of how it integrates with other applications. |

Goal Management Settings

| Chapter | Title | Task | Contents |
|---------|------------------------|--|---|
| 3 | Descriptive Flexfields | Manage Worker Goal Descriptive Flexfields | Describes the available flexfields for Goal Management and where they are used. |
| 4 | Profile Options | Manage Worker Goal Setting Profile Option Values | Describes how to configure the profile options for Goal Management and the effects of the settings. |
| 5 | Lookups | Manage Worker Goal Setting Lookups | Describes common lookups for the Goal Management and Career Development work areas that have user or extensible customization levels. |

Goal Management Application Implementation

| Chapter | Title | Contents |
|---------|---------------------------------------|---|
| 6 | Date Format for Goals | Describes how to change the default date format used for goals at the site level and at the user level. |
| 7 | Goal Management Integrity Validations | Describes how to validate the data integrity after populating the Goal Management data tables. |

Managing an Implementation

Enabling Offerings: Explained

When planning your implementation, you decide what business processes your organization or company performs or supports. These decisions determine the offerings and functional areas you want to implement. You then configure the offerings and functional areas that support the activities your organization or company performs. During the configuration process, you specifically enable offerings and functional areas for use before you implement them.

Enabling Offerings and Functional Areas

Use the Setup and Maintenance work area to help decide which offerings to enable for implementation. Once you decide to use an offering, you can select the Configure button to choose the configuration details and enable the offering, associated functional areas, and features. All the base functional areas of an offering are automatically enabled for implementation when you enable the parent offering. You choose which optional functional areas to enable. The functional areas appear in an expandable and collapsible hierarchy to facilitate progressive decision making for implementation.

Enabling Features

Features are optional or alternative business rules or methods used to fine-tune business processes and activities supported by an offering or a functional area. If features are available for the offering or functional areas, you can enable them to help meet your business requirements, if desired. In general, the features are set with a default configuration based on their typical usage in most implementations. You should always review the available features for the offering and functional areas and select them as appropriate. Dependent features appear visible when the feature choice they depend on is selected for implementation.

Enabling Offerings: Procedure

You enable offerings to customize the functionality that matches the services you plan on implementing.

Enabling Offerings

To enable offerings, follow these steps.

1. Open the Setup and Maintenance work area (**Navigator > Setup and Maintenance**).
2. In the Setup and Maintenance Offerings page, select the offering you're using, then click **Configure**.
3. In the Configure page, select the **Enable** check box for the offering. Also select the **Enable** check box for each of the functional areas you want to use.
4. Click the Features icon for the offering or functional area you have enabled, then enable any features you require. Select **Done** when complete.
5. Select **Done** to return to the Offerings page then repeat the same steps for each of the offerings you are using.

2 Overview and Integrations

Define Worker Goal Setting: Overview

In the Define Worker Goal Setting activity, human resource (HR) specialists and implementors perform setup and maintenance tasks related to Oracle Fusion Goal Management.

Implementors can use the Setup and Maintenance work area and HR specialists can also use both the Setup and Maintenance and Goals work areas to manage the following objects:

- The goal library
- Goal plans
- Eligibility profiles

For setup tasks only, the HR specialist and implementors can:

- Set profile options to specify the Goal Management features that your organization will use, such as the goal library, and goal plans, and approvals.
- Manage common lookups and update those that have user or extensible customization levels.
- Manage e-mail notification settings that are sent to workers and managers reminding them of upcoming events and approvals.

For the setup tasks, use the Setup and Maintenance work area to access the tasks in the Define Worker Goal Setting task list.

Related Topics

- [Goal Library: Explained](#)
- [Goal Plans: Explained](#)
- [Mass Assignment of Performance Goals: Explained](#)
- [Goal Lookups: Explained](#)
- [Goal Management Profile Options](#)

Social Networking with Performance Goals: Explained

If the page for editing a performance goal has a **Social** link, you can invite others to collaborate about the goal using social collaboration. Conversations remain with the goal as a historical record.

Examples of collaboration:

- A worker asks the manager to clarify objectives.
- The manager suggests actions for the worker to take toward goal achievement.
- A worker asks peers for advice on setting and achieving performance goals.

Collaborating about Goals

Tips for collaborating:

- To get started, click **Social** on the page for editing a goal. Click the **Share** button, or click **Join** if collaboration is in progress.
- Click the name of the goal to access its wall, where you can start conversations and add members.
- After collaboration starts for a performance goal:
 - Anyone at your company can be invited to participate in a conversation about it.
 - A peer can only participate in conversations after being invited as a member.
 - The worker and the manager can initiate conversations and invite members.
- On the wall of the performance goal, everyone invited can view basic attributes of the goal and post documents and comments that all members can see.

Related Topics

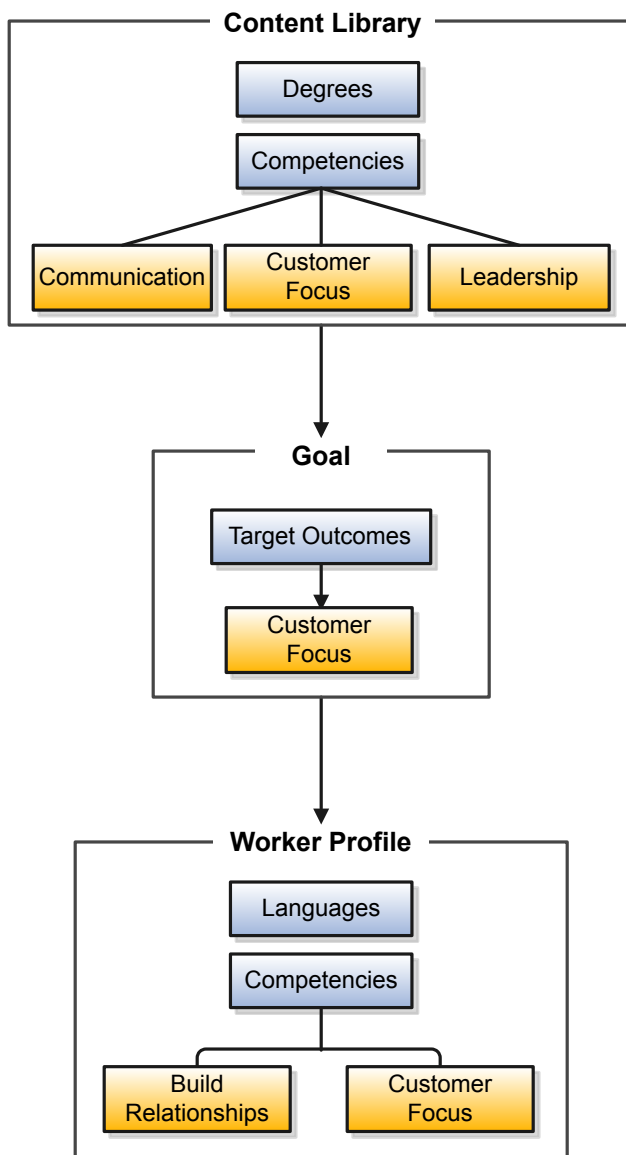
- [What does social networking have to do with my job?](#)

Goal Management: How It Works with Profiles

HR specialists, line managers, and workers can add target outcomes to performance goals to help workers add or improve requisite skills, competencies, certifications, or other qualifications. Workers add target outcomes to increase performance on a current job.

Target outcomes are content items from the Profile Management work area. After a worker completes a performance goal, the worker's person profile is updated to include the content item that the target outcome addresses. If the content item exists in the worker's person profile, the profile is updated to include new or changed information. You can enable target outcomes by using goal management profile options.

The figure shows how the application adds the Customer Focus competency from the content library to a goal as a target outcome, and then to the worker profile when the goal completes.



Adding Target Outcomes to Performance Goals

Managers and workers can add target outcomes to goals when adding or editing performance goals for workers. They can select target outcomes from the available list of content types, such as competencies.

HR specialists can also add target outcomes to performance goals when they:


- Add goals to the goal library
- Add goals to a goal plan when creating or populating the plan
- Mass assign goals

- [Administer goals](#)

Target outcomes are content types that contain content items and maintained in Profile Management. Goal Management uses predefined content types Licenses and Certifications, Competencies, and Languages as target outcomes. HR specialists can remove any of these target outcomes from goals by removing the relationship between the Goals content type and the corresponding content type in Profile Management.

Updating Worker Profiles

When the performance goal is completed, and approved if approvals are required, then the worker's person profile is updated to include the target outcomes. For content items that require a rating level, such as competencies, the manager must select a rating level, which is the rating level associated with the content item. If approvals aren't enabled for completing the percentage completion of a goal, the worker can also rate the competency associated with the goal. The evaluation type displayed for the competency is Self when the worker rates the competency.

 **Note:** If you delete a goal, the ratings associated with a competency aren't deleted from the worker's profile. Depending upon the evaluation type, the user who rated the worker's competency can delete or update the rating on the worker's person profile even after the goal is deleted.

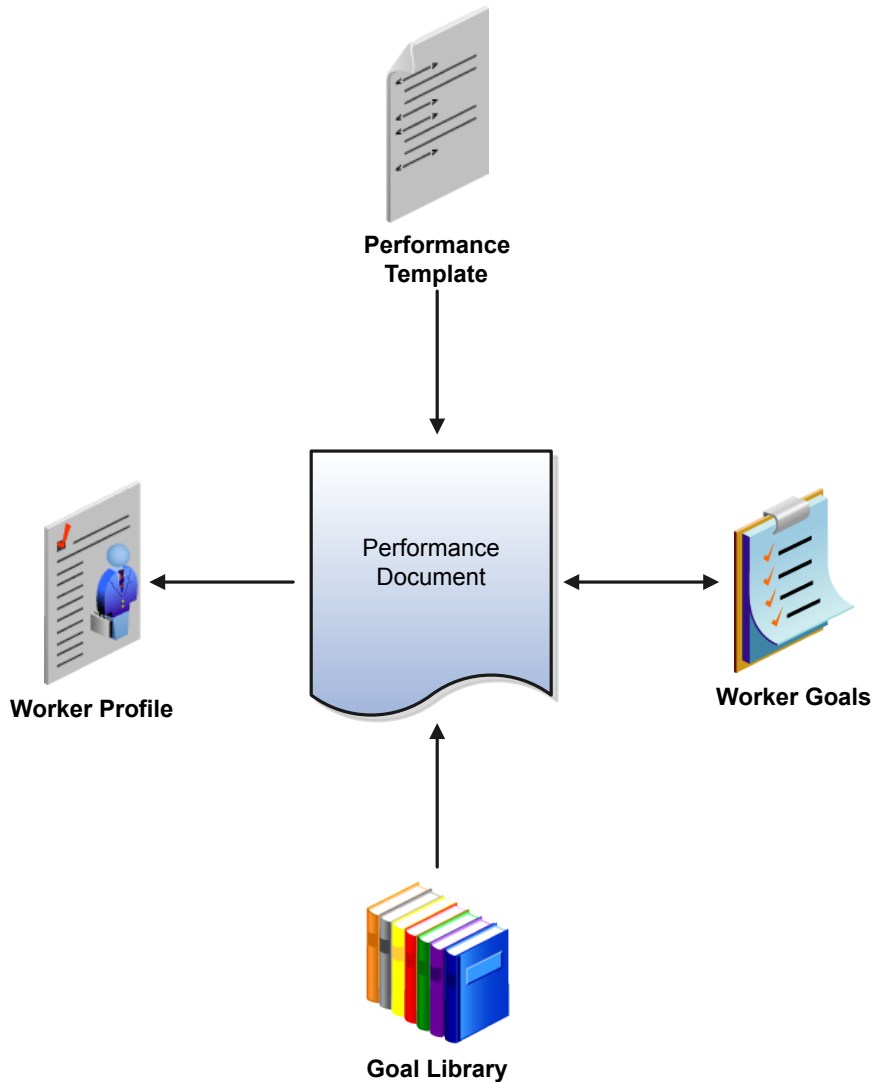
Related Topics

- [How can I define a relationship between the Goals content type and other content types?](#)
- [Content Items: Explained](#)
- [Goal Management Profile Options](#)

Performance Documents: How They Work with Goals

During a performance evaluation, the line manager or worker can update a performance document to include performance goals. Goals can be created directly in the performance document, or additionally, if Oracle Fusion Goal Management is used, added from the goal library and worker's goals. Workers and managers can maintain goals either in the performance document or using the Goal Management business process, and the goals are updated in both locations.

The figure shows how performance documents integrate with Goal Management, and how goals update the worker profile.



Manager Record Requirements

To use the performance business process to manage performance documents, workers must have a line manager.

Adding Goals to the Performance Document

Depending on configuration, goals can be added to performance documents in four ways:

- The performance template can include goals that are added directly to the performance document
- Workers and managers can add goals directly to a performance document
- Workers and managers can import goals from the workers' other performance documents

- Workers' goals from Goal Management populate the performance document

When created, the performance document may contain goals that the performance template is configured to provide. If Goal Management is used, the goals may include the worker's own goals and others selected from the goal library.

During the evaluation process the worker and manager can create goals, and add goals from the goal library, if it's enabled. They can also use the Import Goals and Competencies action to copy the worker's goals (but not ratings) from another of the worker's performance documents.

Performance goals created in a performance document are not added to the goal library. The performance goal can be viewed from the workers' portrait and on all other pages where the goal is included except in the library.

Updating Performance Documents from Goal Management

Performance goals that workers or managers add or edit in Goal Management or performance documents are maintained such that they are consistent in both applications. For example, primary goal characteristics, such as the goal name, description, success criteria, and completion date, are kept identical in both locations. Any attachments to goals are also displayed in the performance document. The performance goal details held in performance documents and the Goal Management component have some differences:

- Goal ratings that the worker or manager provide in the performance document aren't available on the Goal Management pages.
- Goal weights added on the Goal Management pages are added to the performance document only when the goal is initially added to the document; afterward, weights are maintained independently.
- Comments made in the Ratings and Comments region of the performance document do not show on the goal management pages; however comments from the Goal Management pages appear in the performance document.

Workers and managers can add performance goals on the Goal Management pages and the goals are pulled into the workers' performance documents when the documents are created. Goal plans are required to manage goals in Goal Management. The goals in a goal plan associated with the review period and document type selected for the performance document appear in the document when it's created.

When managers or workers edit the worker's existing goals in Goal Management, the changes are reflected in the performance document when it's opened. To copy new goals into the performance document from the goal management business process they must use the Update Goals and Competencies action in the performance document. The Update Goals and Competencies action creates a new goal, but copies its key attributes from an existing goal in another performance document. The action is found on the pages used to evaluate the worker or set document content. Goals are not automatically removed from the performance document and must be manually removed.

Updating Goal Management from Performance Documents

Updates made to the performance document are displayed in Goal Management when the performance document is saved or submitted.

If a worker or manager adds a goal to the performance document, they can select the goal plan to which to add the goal. The selected goal plan can be different than the goal plan associated with the performance document.

Updating Profiles from a Completed Evaluation

When the performance document is completed the application updates the worker's profile to include the goals added to the performance document, if the performance document is configured to do so. Updated content includes the goals section rating. Ratings for individual goals are maintained in the performance document only.

Completing Goals in the Performance Document

When the performance document is completed the goals are updated in Goal Management. After that process concludes, managers and workers can no longer update goals in the performance document either directly, or by using Goal Management. They can continue to add or update goals in Goal Management, but those changes are not reflected in the performance document.

Setting Up the Performance Template to Use Goals

To manage goals in performance documents, implementors or HR specialists must:

- Create a Goals performance template section.
- Add the Goals performance template selection to the performance template.

To use Goal Management and the goal library with performance documents, they must also:

- Enable the Goal Management Business Process Enabled (HRG_USE_GOAL_MANAGEMENT) profile option using the Manage Administrator Profile Values task.
- Enable the Goal Library Enabled (HRG_ENABLE_GOAL_LIBRARY) profile option.
- Select the **Populate with worker goals** check box in the Goals performance template section.
- Select a review period and performance document type for the template associated with a goal plan for the performance template period.

Related Topics

- [Setting Up the Performance Template: Critical Choices](#)
- [Removing Goals Contained in a Performance Document: Explained](#)
- [Performance Documents: How They Work with Profiles](#)

3 Descriptive Flexfields

Descriptive Flexfields for Oracle Fusion Goal Management

Use descriptive flexfields to add custom attributes for a performance goal entity, such as goals, goal access, and goal plans. You can also define validation and display properties using descriptive flexfields for the custom attributes. For example, you can create a descriptive flexfield to distinguish between goals that are for projects, or those for a half year or full year.

Defining Descriptive Flexfield Segments

Use the Manage Descriptive Flexfields task in the Set up and Maintenance work area to define a segment for a descriptive flexfield for goals. You can add more information related to goals and goal plans.

Oracle Fusion Goal Management includes the following two descriptive flexfields.

| Descriptive Flexfield | Description |
|-----------------------|---|
| HRG_GOALS | Fields for goal information appear on the My Goals page. |
| HRG_GOAL_PLANS_B | Fields for goal plan details appear on the Create and Edit Performance Goal Plan pages. |

Activating Descriptive Flexfields

To activate a descriptive flexfield, you must also define lookup codes and value sets along with the descriptive flexfield segment. For more information on using flexfields for custom attributes, see the Oracle Fusion Applications Extensibility Guide.

Related Topics

- [Descriptive Flexfields: Explained](#)
- [Flexfields: Overview](#)

4 Profile Options

Goal Management Profile Options

Set profile options to specify features that you'll use in the Goals work area, such as the goal library and multiple measurements, and to set the online processing threshold.

You determine whether to enable the following features:

- The Goal Management business process, goal library, and organization goals
- Performance goal sharing and alignment
- Goal plan sets
- Manager approval for add, update, completion, cancel, and delete actions to perform on goals
- Goal tasks, goal target outcomes, and multiple measurements
- Completed goal edit options
- Matrix management
- Online processing threshold, which is the maximum number of records the application can automatically process for goal assignment processes where goals are assigned to multiple workers at the same time

Goal Management Business Process, Goal Library, and Organization Goals

This table lists the profile options that enable the Goal Management business process, the goal library, and organization goals.

| Profile Option Code | Profile Option Display Name | Default | Effect of Enabling | Effect of Disabling |
|-------------------------|---|----------|---|---|
| HRG_USE_GOAL_MANAGEMENT | Goal Management Business Process Enabled | Y | Enables adding performance goals to performance documents from the goal library or from workers' goals created in the Goal Management component. Talent review participants can add performance goals during a talent review. Makes goals available to workers and managers on the development and growth card in the portrait. | Prevents adding performance goals to performance documents from the goal library or from workers' goals created in the Goal Management component. Managers and workers can add ad hoc goals to performance documents, and can edit goals that were previously added from the library. Talent review participants can't add goals during a talent review; they are unavailable on the development and growth card in the portrait. |

| Profile Option Code | Profile Option Display Name | Default | Effect of Enabling | Effect of Disabling |
|------------------------------|-----------------------------------|----------|--|--|
| HRG_ENABLE_GOAL_LIBRARY | Goal Library Enabled | Y | HR specialists can create goals in the central repository to reuse throughout the organization. | Prevents use of goals from the library. Users must create performance goals individually, including those added to performance documents or a talent review. However, they can edit performance goals that were previously added from the library. |
| HRG_ENABLE_ORGANIZATION_GOAL | Organization Goals Enabled | Y | Makes organization goals available to workers, managers, and HR specialists on the pages in the Goal Management component. | Prevents access to existing organization goals or adding new ones on the Goal Management pages. |

Goal Sharing and Goal Alignment

This table lists the profile options that enable goal sharing and alignment.

| Profile Option Code | Profile Option Display Name | Default | Effect of Enabling | Effect of Disabling |
|-------------------------|-------------------------------|----------|--|---|
| HRG_ENABLE_GOAL_ALIGN | Goal Alignment Enabled | Y | Workers and managers can support organization goals by creating a relationship between their own goals and those of their managers, colleagues, or the organization. | Preserves existing alignment but prevents new goal alignment. |
| HRG_ENABLE_GRANT_ACCESS | Goal Sharing Enabled | Y | Enables managers and workers to let others copy their goals. | Preserves existing sharing but prevents new goal sharing. |

Goal Plan Sets

This table lists the profile options that enable features related to goal plan sets.

| Profile Option Code | Profile Option Display Name | Default | Effect of Enabling | Effect of Disabling |
|-----------------------|-------------------------------|----------|---|---|
| HRG_USE_GOAL_PLAN_SET | Goal Plan Sets Enabled | N | Enables the goal plan set feature so that HR specialists can create a goal plan set, add goal plans to the set, and assign the set to a population. | The goal plan set feature isn't available for goal plans. |

Manager Approvals for Changes to Goals

This table lists the profile options that require manager approvals for add, update, completion, cancel, and delete actions performed on goals.

| Profile Option Code | Profile Option Display Name | Default | Effect of Enabling | Effect of Disabling |
|---------------------------|---|----------|---|--|
| HRG_KEY_ATTR_CHG_REQ_APPR | Require Manager Approval for Changes to Key Goal Fields | N | Enables HR specialists to select whether to allow workers edit key goal fields without manager approval. Allow workers to edit key goal fields without manager approval, HR specialists select the option to allow workers to update the goal when assigning goals to workers. Key goal fields include goal name, start date, and others. | Enables workers to edit key goal fields added by them without manager approval. |
| HRG_ADD_GOAL_REQ_APPR | Require Manager Approval for Adding a New Goal | N | Requires manager approval when workers add performance goals. | Enables workers to add performance goals to their goals without manager approval. |
| HRG_GOAL_COMPLN_REQ_APPR | Require Manager Approval for Updating Goal Status to Completed | Y | Requires manager approval when workers update the goal status to Completed or when workers delete goals. Any new goals added with the goal status as Completed also require manager approval. | Enables workers to update the goal status to Completed or delete a goal without approval. |
| HRG_CANCEL_GOAL_REQ_APPR | Requires Manager Approval to Cancel a Goal | N | Requires manager approval to cancel goals added by workers. | Enables workers to cancel goals added by them without manager approval. |

| Profile Option Code | Profile Option Display Name | Default | Effect of Enabling | Effect of Disabling |
|--------------------------|---|----------|---|---|
| HRG_DELETE_GOAL_REQ_APPR | Require Manager Approval for Deleting a Goal | N | Requires manager approval to delete goals added by workers. | Enables workers to delete goals added by them without manager approval. |

Tasks, Target Outcomes, Multiple Measurements

This table lists the profile options that enable tasks, target outcomes, and multiple measurements.

| Profile Option Code | Profile Option Display Name | Default | Effect of Enabling | Effect of Disabling |
|---------------------------------|--|----------|---|--|
| HRG_ENABLE_TASK | Goal Tasks Enabled | Y | HR specialists, workers, and managers can add tasks to performance goals. | Tasks can't be added to goals. If this value is selected at a later time, tasks created earlier are visible, but you can't edit them. |
| HRG_ENABLE_OUTCOMES | Goal Target Outcomes Enabled | Y | HR specialists, workers, and managers can add target outcomes to performance goals. | Target outcomes can't be added to goals. If this value is selected at a later time, target outcomes created earlier are visible, but you can't edit them. |
| HRG_ENABLE_MULTIPLE_MEASUREMENT | Multiple Measurements for Goals Enabled | N | HR specialists, managers, and workers can add multiple measurements to goals. Whenever you enable the option, the application displays all earlier multiple measurements, if available. | Preserves existing multiple measurements but prevents adding multiple measurements to goals. However, when you disable this profile option and multiple measurements existed for a goal before disabling the option, the application displays only the earliest measurement added to the goal. |

Completed Goal Edit Options

This table lists the profile option that enables editing completed goals.

| Profile Option Code | Profile Option Display Name | Default | Effect of Using the Default Value | Other Values and Their Effect |
|---------------------------------|------------------------------------|---------------|---|---|
| HRG_COMPLETED_GOAL_EDIT_OPTIONS | Completed Goal Edit Options | Reopen | Enables edits to completed goals only by using the Reopen button on goal management pages. | <ul style="list-style-type: none"> • Always Open: Completed goals are open for edits. • Never: Completed goals can't be edited. |

Matrix Management

This table lists the profile options that enable matrix management for goals.

| Profile Option Code | Profile Option Display Name | Default | Effect of Enabling | Effect of Disabling |
|------------------------|--|----------|--------------------------------------|--|
| HRG_ENABLE_MATRIX_MGMT | Matrix Management Enabled for Goals | N | Enables matrix management for goals. | Matrix management isn't available for goals. |

Online Processing Threshold

This table shows the profile options settings for the online processing threshold, as well as the effects of the settings, and any subsequent changes to these settings.

| Profile Option Code | Profile Option Display Name | Default | Effect |
|------------------------------|------------------------------------|-----------|---|
| HRG_ONLINE_PROCESS_THRESHOLD | Online Processing Threshold | 25 | <p>Determines the maximum number of records in goal assignment processes that the application can automatically process. This applies when the HR specialist mass assigns goals or creates goal plans, when managers add or assign goals, or when organization owners assign goals.</p> <p>If the number of records exceeds the threshold, the process is submitted to the scheduled process queue. The number of records in the process is</p> |

| Profile Option Code | Profile Option Display Name | Default | Effect |
|---------------------|-----------------------------|---------|---|
| | | | calculated by the following formula: Number of goals x Number of assignees. |

Related Topics

- [Aligning Performance Goals: Explained](#)
- [Sharing Performance Goals: Explained](#)
- [Goal Plans: Explained](#)
- [Performance Documents: How They Work with Goals](#)
- [What's a key performance goal field?](#)

5 Lookups

Goal Lookups: Explained

This topic identifies common lookups for the Goal Management and Career Development work areas that have user or extensible customization levels. Review these lookups, and update them as appropriate to suit enterprise requirements. You manage lookup for goals, both performance and development, by using the Manage Worker Goal Setting Lookups task in the Setup and Maintenance work area.

Goal Lookups

The following table describes goal lookups and which applications use them.

| Lookup Type | Description | Customization Level | Used By |
|----------------------------|--|---------------------|--|
| HRG_DEV_GOAL_CATEGORY | Categories of development goals, such as short-term, medium-term, and long-term. | User | Career Development |
| HRG_GOAL_MEASUREMENT_LEVEL | Levels of goals, such as target, and stretch. | Extensible | Goal Management and Career Development |
| HRG_GOAL_QUANTITATIVE_UOM | Units of quantitative measurement for goals, such as currency, number, and percentage. | Extensible | Goal Management and Career Development |
| HRG_GOAL_SOURCE | The source from which the goal was added, such as goal library, worker goals, or organization goals. | Extensible | Goal Management and Career Development |
| HRG_GOAL_TASK_TYPE | Categories of task types for goals, such as coaching, project, and research. | Extensible | Goal Management and Career Development |
| HRG_PERCENT_COMPLETE | The completion percentage of a goal, such as 0, 25, 50, 75 and 100. | Extensible | Goal Management and Career Development |
| HRG_PERF_GOAL_CATEGORY | Categories of performance goals, such as career, education, and skill. | User | Goal Management |
| HRG_PRIORITY | Priorities of goals, such as high, medium, and low. | Extensible | Goal Management and Career Development |
| HRG_SUB_TYPE_CODE | Subtypes of goals, such as Corporate and Functional. | User | Goal Management |

| Lookup Type | Description | Customization Level | Used By |
|-------------|-------------|---------------------|---------|
|-------------|-------------|---------------------|---------|

6 Date Format for Goals

Changing the Date Format Used for Goals: Procedure

Change the default date format used for goals at the site level or at the user level. When you set the date format at the site level, the setting is applicable to all the users of the application. Setting the date format at the user level applies to the specific user. The user level settings supersede any site level settings for that user.

Site Level

At the site level, an implementor can change the date format for goals using the following procedure:

1. Select **Navigator - Setup and Maintenance**. The All Tasks tab opens by default.
2. In the **Name** field enter **Set User General Preferences** and click **Search**.
3. In the **Search Results** section, click **Go to Task** for the row **Set User General Preferences**. The Global Admin Preferences page opens.
4. Select the required format for the date in the **Date Format** field and click **Save**. The **Save Progress** dialog box opens.
5. Click **OK** to close the dialog box.
6. Click **Save** to save your changes.

User Level

At the user level, log into your user account and change the date format for your user account using the following procedure:

1. In the global region, expand the **Settings and Actions** menu available next to your user name.
2. Under **Personalization**, click **Set Preferences**.
3. From the Tasks pane, click **Regional**.
4. Select the required format for the date in the **Date Format** field.
5. Click **Save** to save your changes.

7 Goal Management Integrity Validations

Oracle Fusion Goal Management Data Diagnostic Test

After populating the Oracle Fusion Goal Management data tables, you can run the Goal Management Integrity Validations test to validate the data integrity against four categories.


The following table describes the validation categories and their descriptions.

| Validation Category | Description |
|---------------------|--|
| Business Group | Business group must be valid and exist in the Oracle Fusion Global Human Resources business group table. |
| Foreign Key | Foreign key attributes must not be null. |
| Field Level | Field level attributes must match the business rules set up in Goal Management. |
| Row Count | The row count on the setup tables must be greater than 0. |

Running the Goal Management Integrity Validations Test

Follow these steps:

1. Select **Run Diagnostic Tests** from the Setting and Actions menu in the global area.

 **Note:** You must have access to the Diagnostic Dashboard.

2. Review the generated report and repair or remove any rows that are invalid.

Glossary

competency

Any measurable behavior required by an organization, job, or position that a person may demonstrate in the work context. A competency can be a piece of knowledge, a skill, an attitude, or an attribute.

content item

An individual quality, skill, or qualification within a content type that you track in profiles.

descriptive flexfield

Customizable expansion space, such as fields used to capture additional descriptive information or attributes about an entity, such as a customer case. You may configure information collection and storage based on the context.

development goal

A goal that is geared toward facilitating the career growth of individuals so that they can perform better in their current job or prepare themselves for advancement.

eligibility profile

A user-defined set of criteria used to determine whether a person qualifies for a benefits offering, variable rate or coverage, compensation plan, checklist task, or other object for which eligibility must be established.

goal library

A central repository of reusable goals maintained by the human resource specialist that managers and workers can copy to use for their own goals.

goal plan set

One or more performance goal plans that you assign as a group to a population set.

HR

Abbreviation for human resource.

performance document

Online document used to evaluate a worker for a specific time period. The document contains the content on which the worker is evaluated, which could include goals, competencies, and questionnaires.

performance goal

A results-oriented goal, often using specific targets, to assess the level of a worker's achievement.

person profile

A collection of skills, experience, qualifications, work preferences, and career planning information for a worker.

talent review

A series of meetings where organization managers evaluate trends, assess strengths, and address areas of risk for the organization.

talent review participant

Person who's invited to attend a talent review meeting.

target outcome

A specific skill, competency, or certification added to a goal that can be achieved or acquired by the successful completion of the goal.

task

An action added to a goal that a worker plans to undertake to help achieve the goal.