

FILE TRANSFER AUTOMATION

Newpoint E Solutions White Paper

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Newpoint Products and Services:

Business Process Re-
engineering

Oracle SOA

Oracle BPM

Oracle UCM

Oracle BI Publisher

Oracle APEX

Oracle Database

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Background

During the growth of a competitive global environment, there is considerable pressure on most organizations to make their operational, tactical, and strategic processes more efficient and effective. An information system (IS) is a group of components which can increase competitiveness and gain better information for decision making. Therefore various organizations have chosen to apply this group of components to their associations. Consequently, the organizations decide to implement IS in order to improve the effectiveness and efficiency of the organizations. Information systems have become a major function area of business administration. The systems, nowadays, plays a vital role in the e-business and e-commerce operations, enterprise collaboration and management, and strategic success of the business. However IS becomes a management information system (MIS) when it is applied to improve management by directors of the organization. This system can increase the performance of the management. MIS is a collection of manpower's, tools, procedures and software to perform various business tasks at various levels in the organization. Moreover, MIS is one of the important functions of management which plays an important role in providing information that is required for crucial decision making which directly affects the performance of the organization. The most significant development in the corporate use of IS is the establishment of enterprise resource planning (ERP) systems. ERP systems, provide the means for management to respond to increased business needs in more effective and efficient ways.

The Business Issue

Businesses might be wondering “Is Oracle Fusion HCM a replacement for the existing Oracle Applications, such as Oracle E-Business Suite, PeopleSoft , Oracle's JD Edwards, SAP or any other HR System“?

- No, Oracle Fusion Apps is a new set of applications. It uses many concepts from previous applications. For example, the ERP concepts are taken from Oracle E-Business Suite. However, the architecture of Fusion Apps is different from previous offerings. Considering the challenges that customer may face in pursuing a migration to Fusion Apps, Oracle is well recommending a "coexistence" approach that helps existing customers of a specific Oracle application.

What happens to my employee records, what will happen to my old ERP system, do I start from scratch again or do I use two systems at the same time? How will these two system talk to each other?

- Oracle Fusion provides you with the capabilities to transfer data such as Setup data(jobs, departments, grades, locations);Transactional data(employee records);Transaction history(salary changes) from external systems to the HCM Cloud.

<p><u>Work Structures</u></p> <ol style="list-style-type: none"> 1. Location 2. Organizations <ul style="list-style-type: none"> • Business Unit • HR Org as Departments 3. Job Family 4. Job 5. Position 6. Grade 	<p><u>Talent</u></p> <ol style="list-style-type: none"> 1. Competencies 2. Qualification 3. Rating Scales & Levels 4. Schools & Colleges 	<p><u>Employment</u></p> <ol style="list-style-type: none"> 1. Person <ul style="list-style-type: none"> • Person Name • Person National Identifier • Person Address • Person Legislative • Person Phone • Person Email • Person Documentation • Person Type Usage 2. Assignment <ul style="list-style-type: none"> • Assignment Work Measure • Assignment Supervisor • Work Term • Work Relationship 3. Person Profile 4. Person Profile Items
<p><u>Compensation</u></p> <ol style="list-style-type: none"> 1. Salary Basis 2. Salary, Salary Components 3. Element Entries (Bonus, Allowances) 		

To use these features, you transfer data to or from the file repository where HCM Cloud collects or delivers your data. The file repository is based on Oracle WebCenter Content, which is a component of Fusion Middleware.

Challenges/Solutions

Organizations today are facing ongoing challenges in a very competitive global world. A well-informed and motivated workforce is vital for an organization to execute on business strategies, and organizations must ensure that they operate efficiently and simplify managing their workforce. A comprehensive and global human resources solution that is simple, easy-to-use and adaptive is necessary in order to meet these business needs. The solution portfolio also needs to be able to optimize workforce management and ensure that the global workforce is properly rewarded to drive bottom line success.

Oracle Global Human Resources Cloud is part of the most complete human capital management suite in the industry, encompassing Workforce Management, Workforce Rewards, Workforce Optimization and Workforce Analytics. This holistic approach enables organizations to eliminate information silos and leverage workforce data throughout the human resource management systems so they can make better operational decisions. While comprehensive and feature rich, Oracle's solution is also

streamlined, user-friendly and flexible so companies can operate with agility and simplify how they manage their workforce.

Business Value

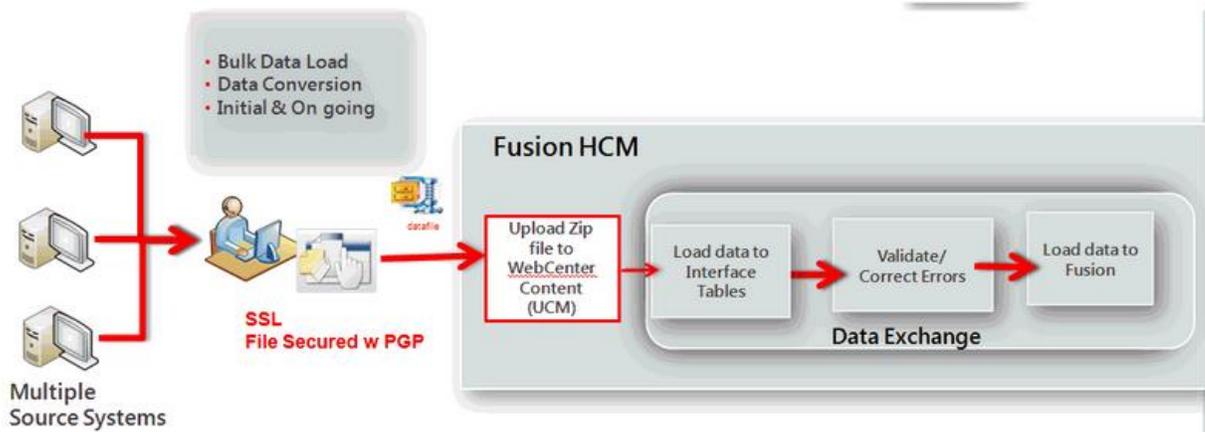
New cloud integration strategies make it easier for enterprises to consider replacement. Traditional HCM implementations consumed up to 50 percent of the budget for complex point-to-point integration. Over time, managing complex point to-point integration keeps customers from achieving agility. Cloud integration has reduced this pain and made it more palatable for companies to move to upgrade or replace existing implementations.

System Architecture

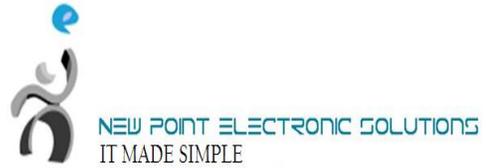
The content in WebCenter Content is secured through users, roles, privileges and accounts. The user could be any valid user with a role such as “Integration Specialist.” The role may have privileges such as read, write and delete. The accounts are predefined by each application.

For example, HCM uses /hcm/dataloader/import and /hcm/dataloader/export respectively.

Batch integration flows.



The data file is uploaded to WebCenter Content Server either using Fusion HCM UI or programmatically in /hcm/dataloader/import account. This uploaded file is registered by



invoking the Loader Integration Service

– <http://{Host}/hcmCommonBatchLoader/LoaderIntegrationService>.

You must specify the following in the payload:

- Content id of the file to be loaded
- Business objects that you are loading
- Batch name
- Load type (FBL)
- Imported file to be loaded automatically