

Evosys • Live



## Application Enhancement Services

*Realize the true potential of Oracle  
Cloud transformation*

Advisory Webinar

Inspired by   
Value Based Delivery

## Empowering you for the next update

Global HR – 20C Quarterly Update, Oracle Cloud Applications  
16<sup>th</sup> July 2020

# Our Agenda

- 1 Our Approach to Oracle Updates
- 2 Our Analysis on Oracle Fusion 20C
  - a New Features
  - b Bugs/Known Issues
- 3 Next Generation Cloud Managed Service
- 4 Closing Note, Q&A

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**Vikas Surani**  
Sr. Global Presales  
*Passionate about  
driving Digital Transformation*

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**VishnuPriya Narasimhan**  
Principal Consultant, Oracle HCM  
*Customer advocate for Value Realization  
with 10+ years of experience*

Analyze

Evaluate new features to prioritize the uptake of those that improve user experience and productivity.

Plan

Business and IT teams collaborate on the strategy for the uptake of new features and go-live.

Test

Execute regression and user acceptance testing on key flows.

Launch

Go live with new features, documenting feedback for ongoing success along with Post Update Support



# How to Read Each Feature Summary?

New Feature Introduced in latest release by Oracle

Evosys Feature Analysis for Your Business

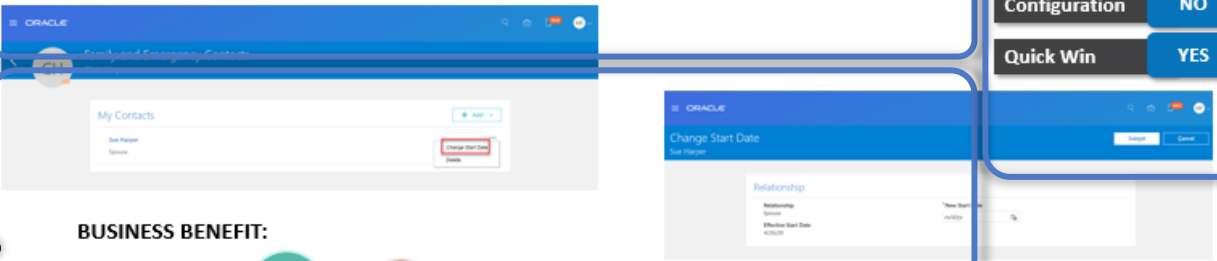
Evosys Impact Study on Potential Impact to users for using new feature  
**LOW:** No large scale impact. Regression testing can be ignored.  
**HIGH:** Needs to be part of the regression testing.

Short Description of the New Feature


**ABILITY TO CHANGE CONTACT START DATE**

**DETAILS:**

- If you're an HR Specialist, you can now change a contact's start date on the Family and Emergency Contacts page. As an HR Specialist, you can now complete all your administrative tasks using the responsive pages.
- This feature isn't available for an employee or contingent worker while viewing their contacts' information.



**BUSINESS BENEFIT:**



Ensure correct data that can be used for any family benefits

**Impact Analysis**

Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

Business Benefits realized from the New Feature

**NO :** Already enabled and ready to use with some or no configuration  
**YES:** Need to opt-in to use the feature.

**YES:** Configuration set up needed to use new feature.  
**NO:** User can use the feature by default with no change needed.

**YES:** Need minimal time of both parties to make use of the feature.  
**NO :** Need significant amount of time and effort to make use of the feature.



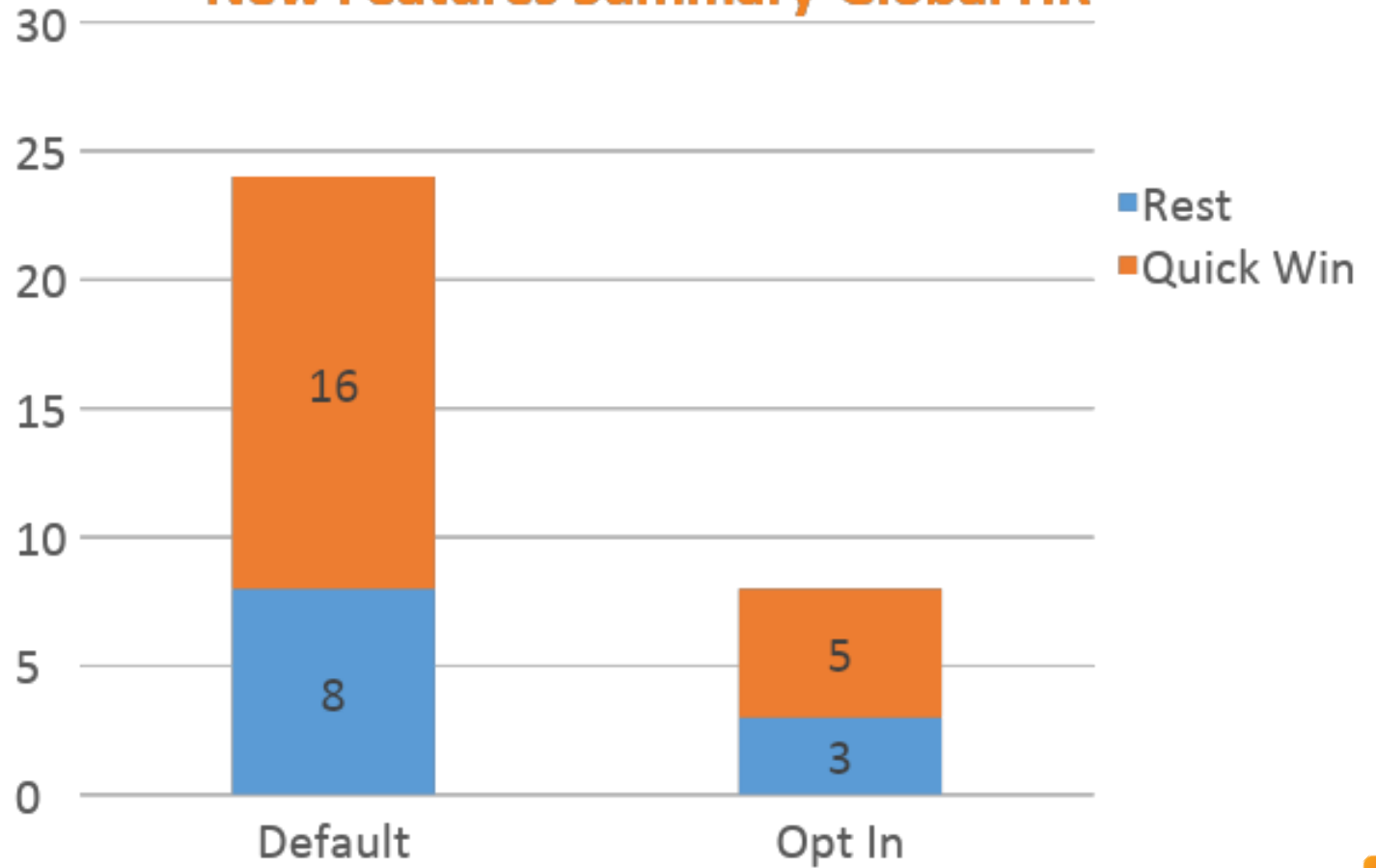
NEW  
FEATURES  
EVOSYS  
ANALYSIS



**32**  
Global HR New Features



## New Features Summary-Global HR





# EVOSYS ANALYSIS

**NEW FEATURES**  
Quick Wins – Default

**NEW FEATURES**  
Quick Wins – Opt Ins

**REPLACED OR REMOVED FEATURES**  
GLOBAL HR

**Closing Note**

**NEW FEATURES**  
The Rest

**KNOWN ISSUES AND BUGS**  
GLOBAL HR





**NEW**

**FEATURES**

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Quick Wins – Default





# QUICK WINS - DEFAULT





**NEW**

**FEATURES**

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Quick Wins – Default with No Configuration



# ABILITY TO CHANGE CONTACT START DATE

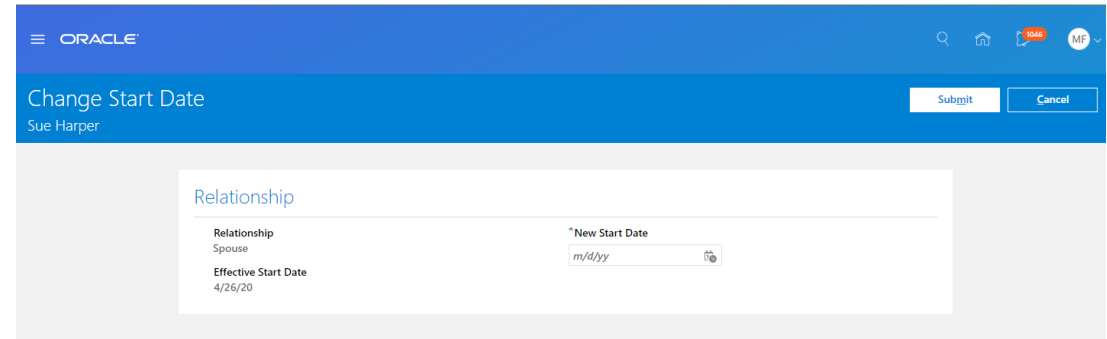
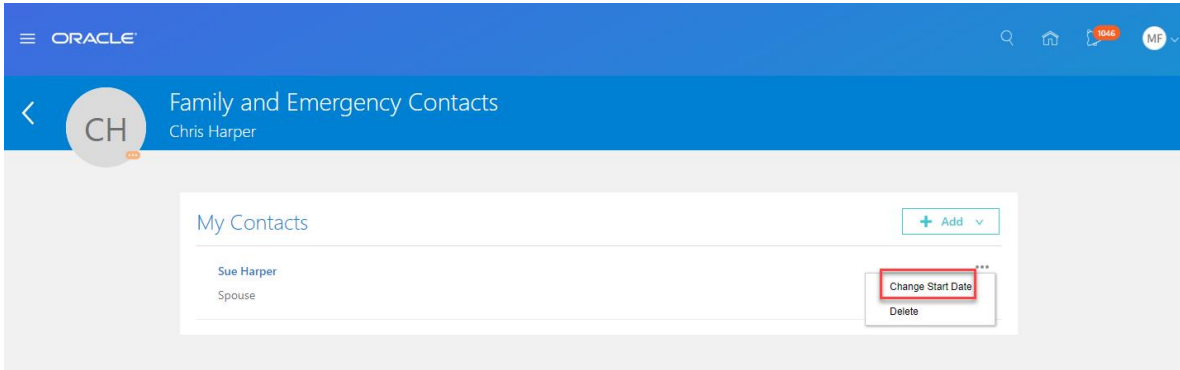


## DETAILS:

- If you're an HR Specialist, you can now change a contact's start date on the Family and Emergency Contacts page. As an HR Specialist, you can now complete all your administrative tasks using the responsive pages.
- This feature isn't available for an employee or contingent worker while viewing their contacts' information.

## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES



## BUSINESS BENEFIT:



Ensure correct data that can be used for any family benefits





# ENHANCED DATA COPY OPTIONS DURING A LEGAL EMPLOYER CHANGE



## DETAILS:

- We have improved the data copy options for users using the Local and Global Transfer flow. Users can now copy these kinds of data from the source to the destination country during a legal employer change:

The screenshot shows a user interface for 'Local and Global Transfer' by Donna Paulsen. The header includes a 'Continue' button and a 'Cancel' button. The main content area asks 'What info do you want to manage?' and lists several data categories with checkboxes:

- Contact Info
- Other Info
- Work Relationship Info
- Payroll Details
- Salary
- Compensation
- Performance Goals and Documents
- Absences
- Benefits
- Comments and Attachments

## Impact Analysis

Impact Level	HIGH
Need to Enable	NO
Configuration	NO
Quick Win	YES

## BUSINESS BENEFITS:



The history of the person record is maintained





# MOVE FUTURE TERMINATION TO NEW WORK RELATIONSHIP CREATED FROM LEGAL EMPLOYER CHANGE

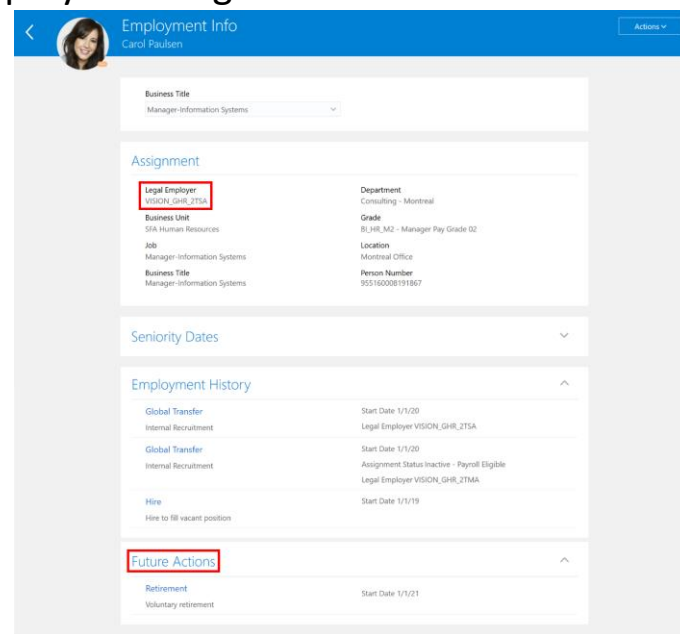
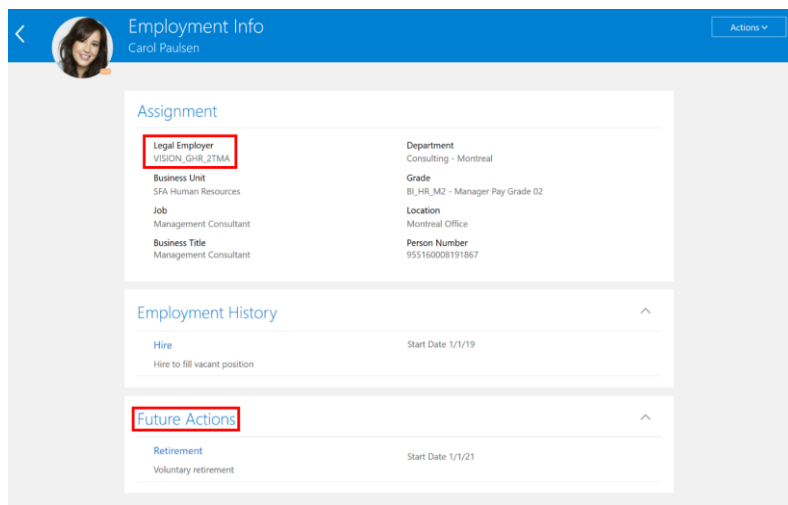


## DETAILS:

- We have made it easier for users by automatically moving the future termination record to the destination work relationship during a legal employer change.
- This feature is supported when you do a legal employer change using these processes:
  - Local and Global Transfer
  - Responsive Mass Legal Employer Change
  - REST API

## Impact Analysis

Impact Level	HIGH
Need to Enable	NO
Configuration	NO
Quick Win	YES



## BUSINESS BENEFITS:



Data is protected during a transfer





# HR STATUS DISPLAYED IN BUSINESS TITLE LOV FOR MULTIPLE ASSIGNMENTS



## DETAILS

- We have improved the user experience with the display of the HR status alongside the business title for suspended and inactive assignments.

Employment Info  
Carol Paulsen

Business Title  
 Manager-Information Systems  
 Management Consultant - Inactive  
 Manager-Information Systems  
 Resource Manager - Suspended

Assignment

Legal Employer VISION_GHR_2TSA	Department Consulting - Montreal
Business Unit SFA Human Resources	Grade BI_HR_M2 - Manager Pay Grade 02
Job Manager-Information Systems	Location Montreal Office
Business Title Manager-Information Systems	Person Number 955160008191867

## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

## BUSINESS BENEFITS:



## TIPS AND CONSIDERATIONS:

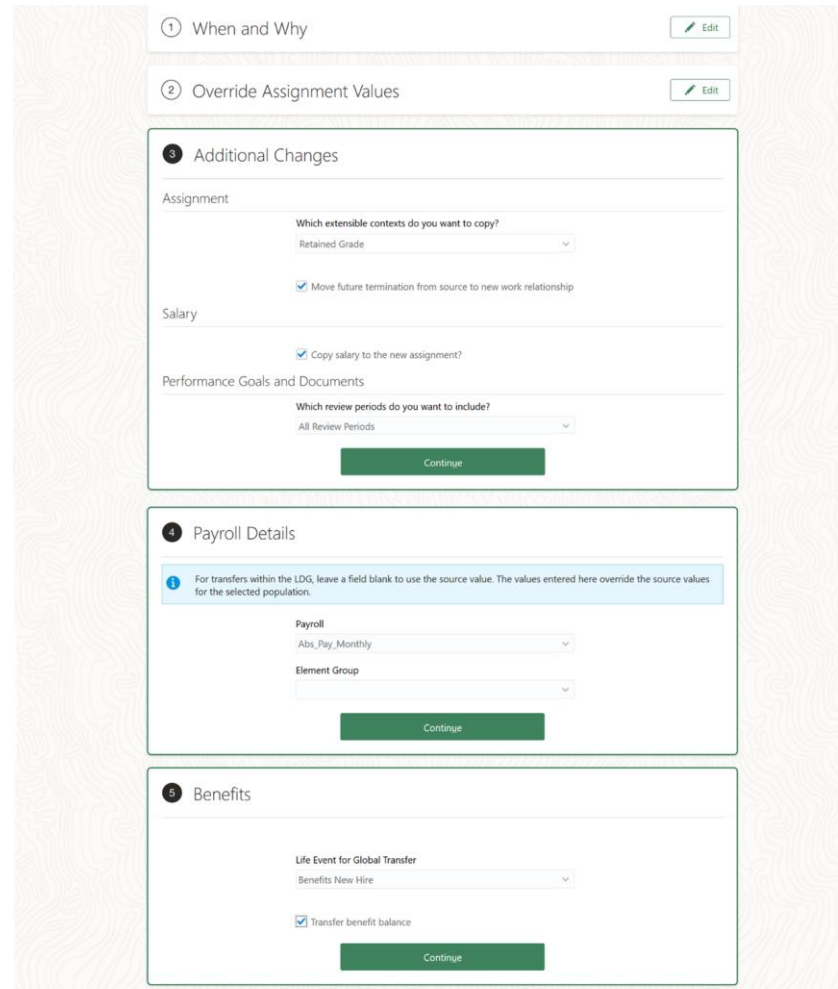
The HR status isn't displayed next to the business title if the assignment is active.



# DATA COPY OPTIONS DURING A MASS LEGAL EMPLOYER CHANGE

## DETAILS:

- Users can now copy these kinds of data from the source to the destination assignment during a mass legal employer change.



1 When and Why Edit

2 Override Assignment Values Edit

3 Additional Changes

Assignment

Which extensible contexts do you want to copy?

Retained Grade

Move future termination from source to new work relationship

Salary

Copy salary to the new assignment?

Performance Goals and Documents

Which review periods do you want to include?

All Review Periods

Continue

4 Payroll Details

For transfers within the LDG, leave a field blank to use the source value. The values entered here override the source values for the selected population.

Payroll

Abs\_Pay\_Monthly

Element Group

Continue

5 Benefits

Life Event for Global Transfer

Benefits New Hire

Transfer benefit balance

Continue

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

## BUSINESS BENEFITS:





# PRIMARY OPTION AUTOMATICALLY SET DURING END ASSIGNMENT PROCESSES



## DETAILS

- When you perform End Assignment or End Temporary Assignment actions on the primary assignment, the application automatically makes the secondary assignment primary provided there are only two active assignments within the work relationship.

## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

## BUSINESS BENEFITS:



## TIPS AND CONSIDERATIONS:

If there are more than one nonprimary assignments, you need to first make one of the nonprimary assignments as primary before ending the primary assignment.







# ENABLE COMPLETION OF ELECTRONIC SIGNATURE ONLY AFTER DOCUMENT IS VIEWED



## DETAILS:

- You can now control electronic signature task by ensuring users have viewed the document they need to sign.
- The button on the task drill down page is enabled only after users click Complete View Document at least once.

## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

## BUSINESS BENEFITS:



Process Check



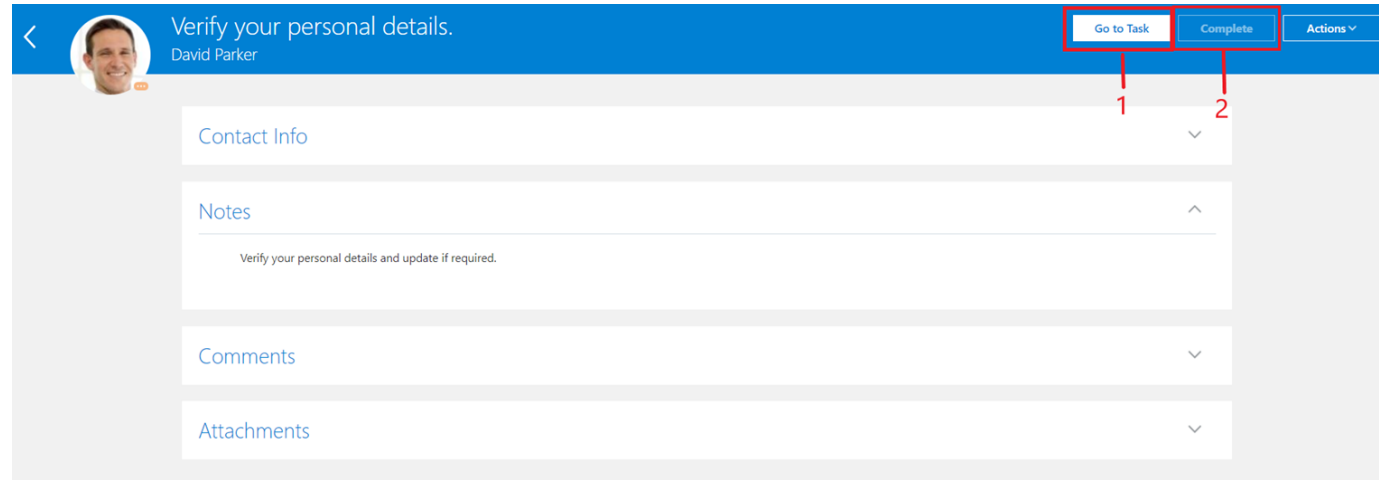


# ENABLE TASK COMPLETION ONLY AFTER TASK IS VIEWED



## DETAILS:

- You can now streamline the completion of tasks by enabling Complete on the task drill down page only after users have visited the task at least once.
- This enhancement is applicable to the following task types:
  - Application
  - External URL
  - DocuSign
  - I-9 Verification



## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

## BUSINESS BENEFITS:



Process Check



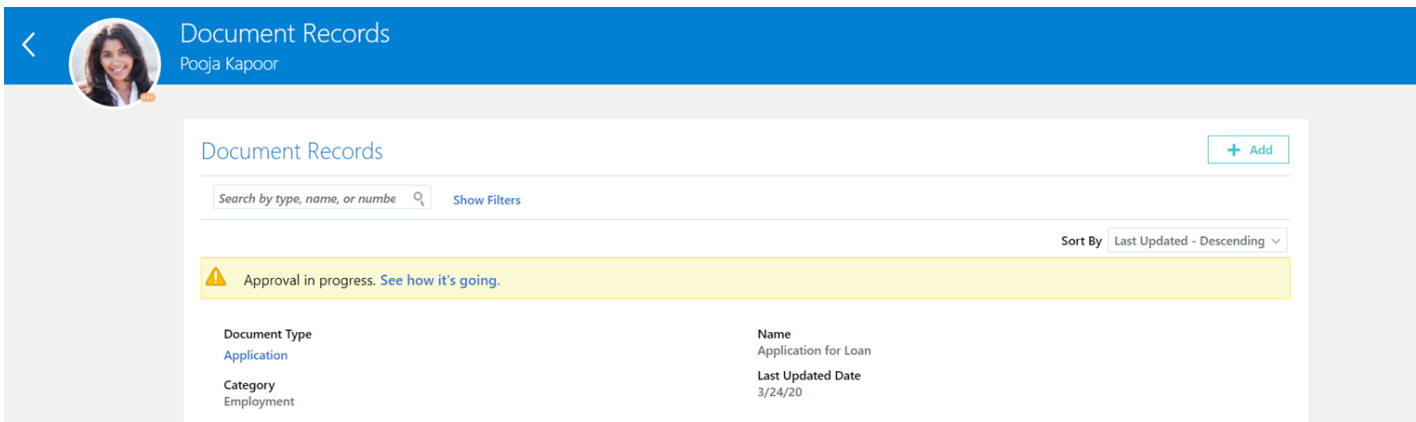


# IMPROVED USER EXPERIENCE IN DOCUMENT RECORD APPROVAL NOTIFICATIONS



## DETAILS:

- You can enhance user experience in document record approval notifications for in-progress transactions by providing consistent patterns, banners, and messages.



## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

## BUSINESS BENEFITS:



Track the progress of the approval



View the submitted document record details





# SIMPLIFY DOCUMENT RECORD APPROVAL WHEN APPROVAL IS SET TO NO



## DETAILS:

- You can now simplify document record approval for document types which have approval required set to No.
- Auto-approval doesn't happen for such document records.

## BUSINESS BENEFITS:

For users, the effects of this simplification are:



For Eg: "We are submitting your changes for approval"



Immediate creation of DOR

## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES





**NEW**

**FEATURES**

Quick Wins – Default with Configuration

# COUNTRY-SPECIFIC ACTION AND ACTION REASONS

## DETAILS:

- You can now make action and action reasons country-specific on responsive employment pages.
- Select the countries that are applicable for the action and action reasons.

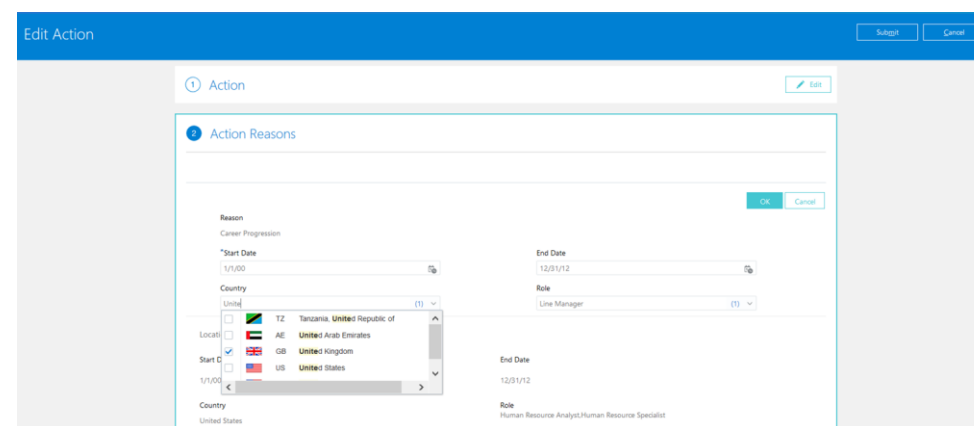
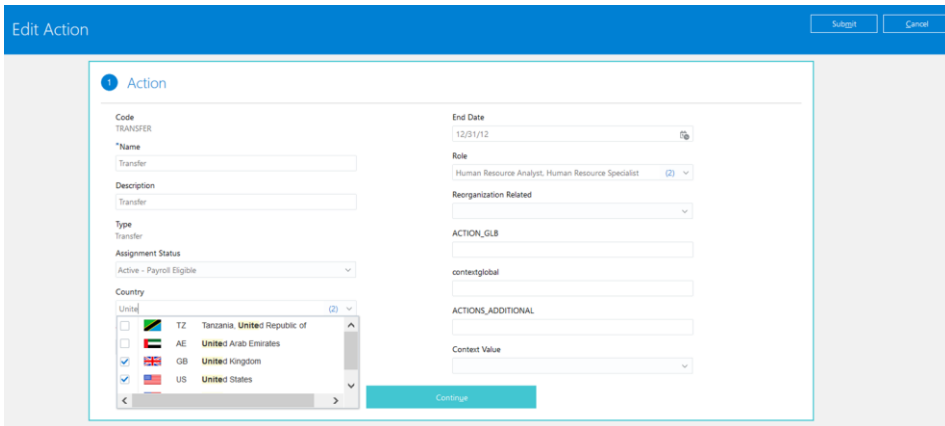
## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**



## BUSINESS BENEFITS:



Responsive employment pages will display actions and action reasons that are applicable for the worker's legal employer country.





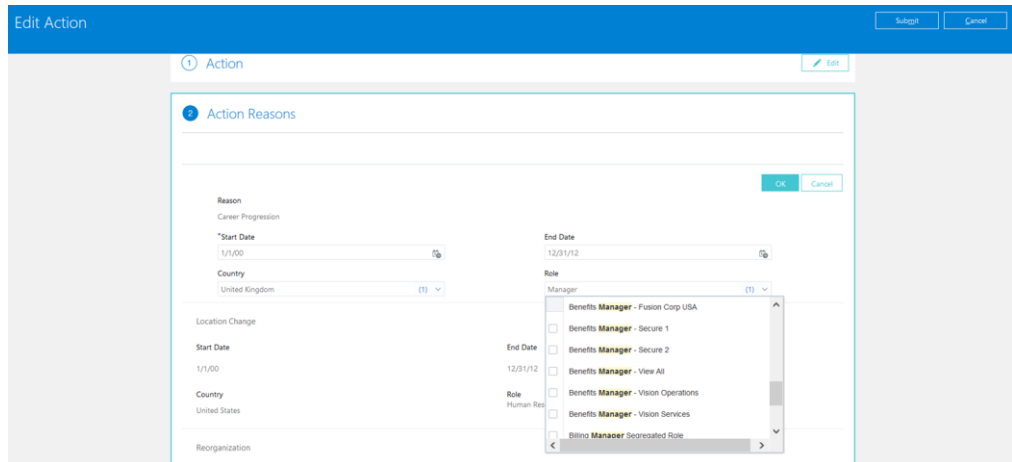
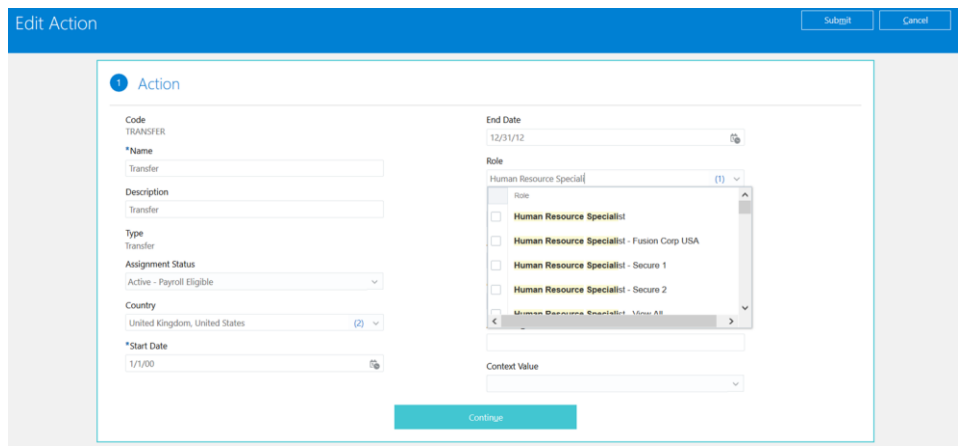
# ROLE-SPECIFIC ACTION AND ACTION REASONS

## DETAILS:

- You can now make action and action reasons role-specific on responsive employment pages.
- Select the roles that are applicable for the action and action reasons. After this mapping, responsive employment pages will display actions and action reasons that are applicable for the logged in user's roles.

## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	YES



## BUSINESS BENEFITS:



Controlled Access





# DEFAULT ASSIGNMENT STATUS BASED ON ACTION



## DETAILS:

- You can now map a default assignment status for action codes related to employment action types.

The screenshot shows a web form titled "Add Action" with a blue header bar containing "Add Action", "Submit", and "Cancel" buttons. The form is divided into two columns. The left column contains fields for: \*Code (Promote), \*Name (Promote), Description, \*Type (Promote), Assignment Status (Active - Payroll Eligible), Country (United Kingdom, United States), and \*Start Date (4/22/20). The right column contains fields for: End Date (12/31/12), Role (Human Resource Analyst, Human Resource Specialist, Lin... (3)), Reorganization Related, ACTION\_GLB, contextglobal, ACTIONS\_ADDITIONAL, and Context Value. A teal "Continue" button is located at the bottom center of the form area.

## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	YES

## BUSINESS BENEFITS:



The responsive employment pages will default the assignment status mapped to the selected action code.







# SINGLE ACTION REASON FOR MULTIPLE ACTIONS

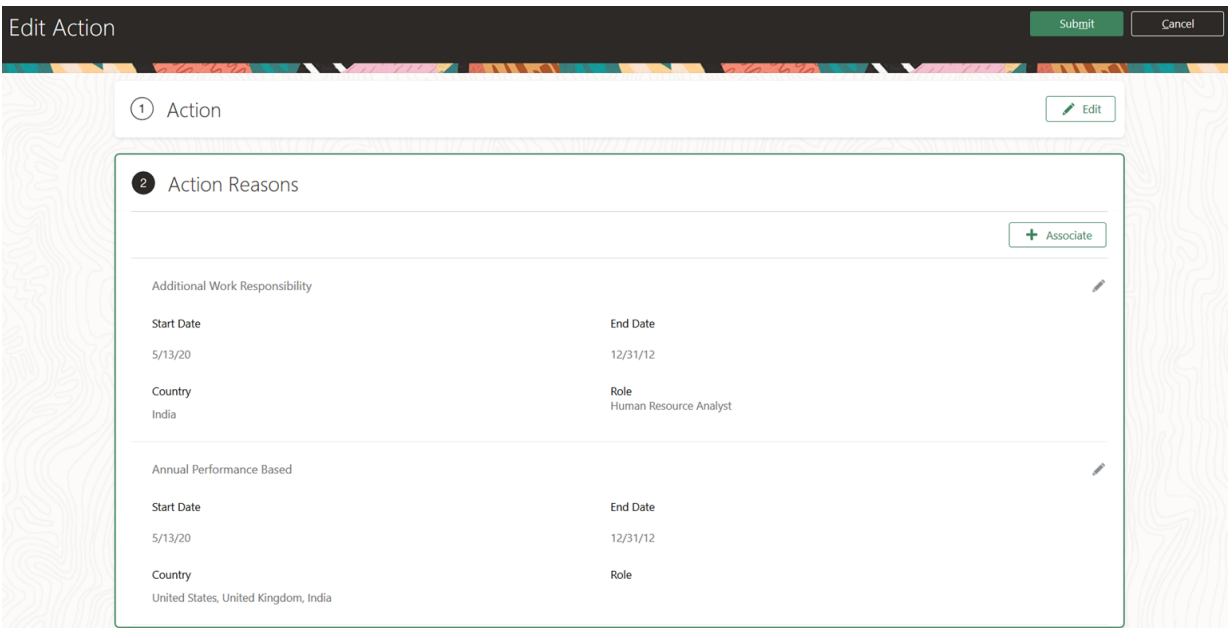
## DETAILS:

- When you associate an action reason with an action, you can do these:
  - Select the countries for which the action reason is applicable.
  - Select roles that can use the action reason.
  - Select the duration for which the action reason will remain associated with the action.
- You can use the same action reason with multiple actions and configure it's usage with a specific action according to your business need.

## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	YES

## BUSINESS BENEFITS:



This feature reduces the effort of creating multiple action reasons





# ROUTE EMPLOYMENT APPROVALS USING CURRENT ASSIGNMENT HIERARCHY



## DETAILS

- You can now configure your approval rules and route approvals using the current assignment hierarchy.
- The default routing uses the primary assignment hierarchy, but now you can route approvals to nonprimary assignment managers.

## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	YES

Management Hierarchy

Action Type: Approval required

Route Using: Line manager

Approval Chain Of: Worker's Proposed Line Mar

Use primary assignment hierarchy

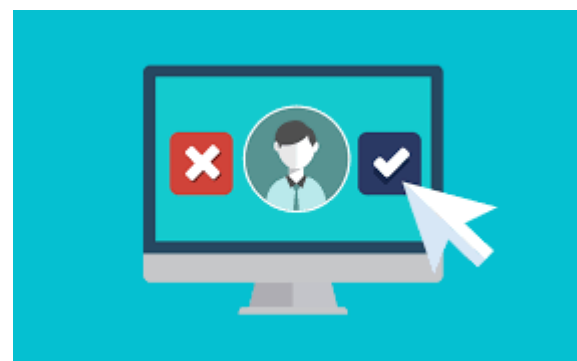
Use current assignment hierarchy

Top Approver: Second Level Manager

Start With: Manager

Number of Levels: 2

## BUSINESS BENEFITS:



Set correct approval hierarchies





# CONFIGURE CHECKLIST AND TASK DISPLAY PROPERTIES



## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	YES

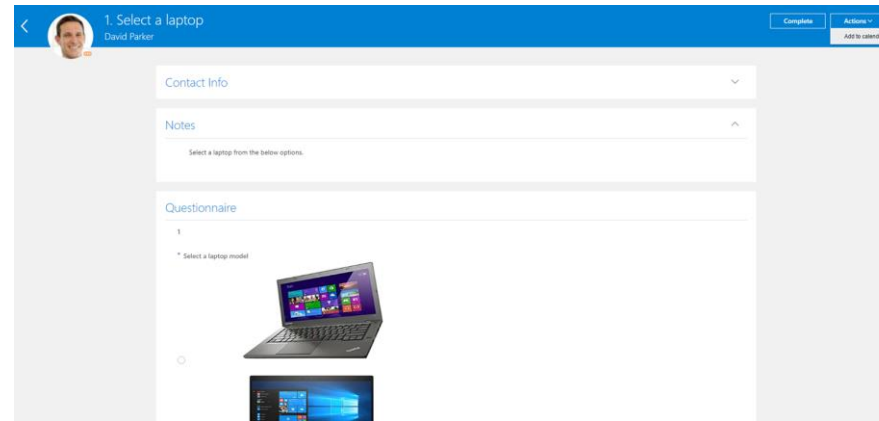
### DETAILS:

- You can configure the display properties of sections and actions based on roles both at the checklist and task level. You use the Display Properties tab to configure the properties.

Task: 1. Select a laptop

Details | Notification and Reminders | Notes | **Display Properties**

Task Property	Property Type	Performer	Owner	Line Manager	Other User	Actions
Task Access	Section	Perform	Perform	Perform	Perform	
Attachments	Section	Perform	Perform	Perform	Perform	
Comments	Section	Perform	Perform	Perform	Perform	
Contact Information	Section	View	View	View	View	
Notes	Section	View	View	View	View	
Mark a Task as Complete	Action	View	View	View	View	
Edit a Task Due Date	Action	Hide	View	Hide	View	
Reassign a Task	Action	Hide	View	View	View	
<b>Mark a Task as Not Applicable</b>	<b>Action</b>	<b>Hide</b>	View	View	View	
Remove a Task	Action	Hide	View	Hide	View	
Reopen a Task	Action	View	View	View	View	



### BUSINESS BENEFITS:



### TIPS AND CONSIDERATIONS:

If configuration changes are made after a checklist is allocated, the changes won't be reflected in already allocated checklists.

Any change you make to the task display properties of the Mark a Task as Complete and Mark a Task as Not Applicable buttons will be visible only on the Task Details page. These changes won't be reflected in the task notification.





**NEW**

**FEATURES**

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Quick Wins – Opt Ins



# COMPACT GUIDED PROCESS FOR MASS LEGAL EMPLOYER CHANGE

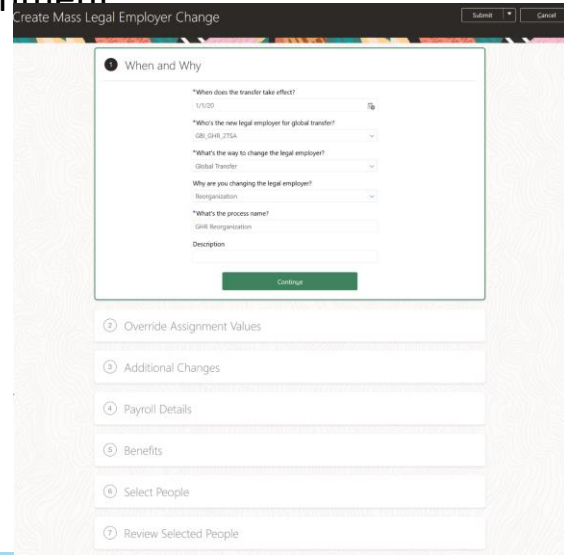
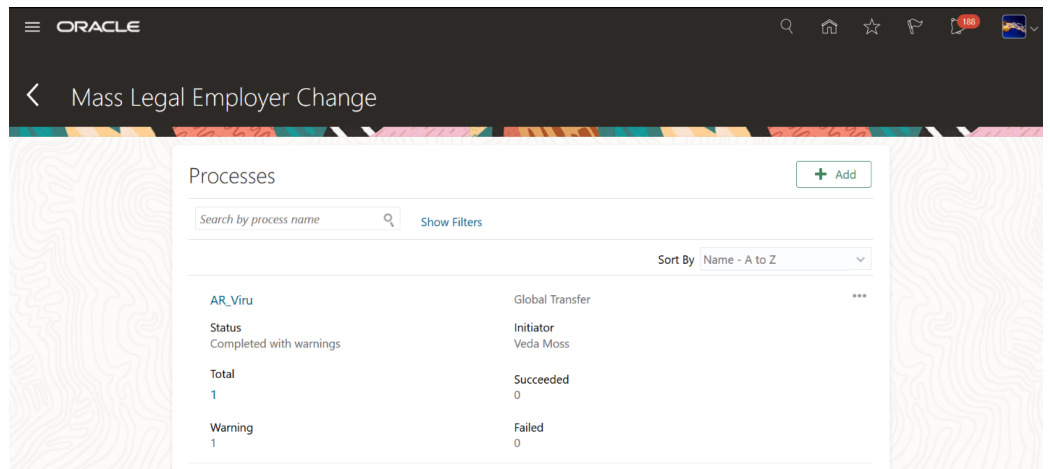


## DETAILS:

- We have now made it easier to change the legal employer for a set of workers using the new responsive Mass Legal Employer Change process. This compact guided process allows users to do a permanent legal employer change for a group of workers together.
- On the Override Assignment Values section, you can provide specific values for certain assignment attributes. These specific values will be applied to all the selected workers and will override the corresponding values on the worker's source assignment.

## Impact Analysis

Impact Level	HIGH
Need to Enable	YES
Configuration	NO
Quick Win	YES



## BUSINESS BENEFITS:





# POSITION MANAGEMENT: CREATE RECRUITING REQUISITION

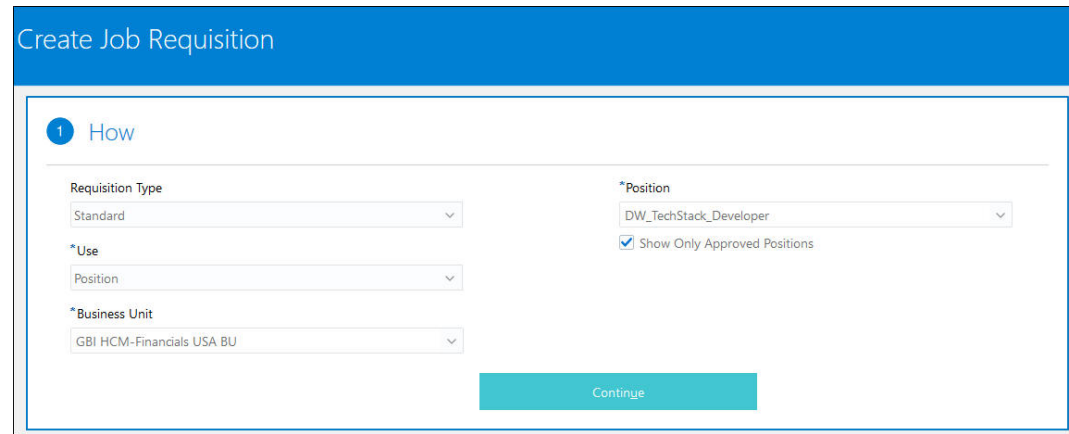
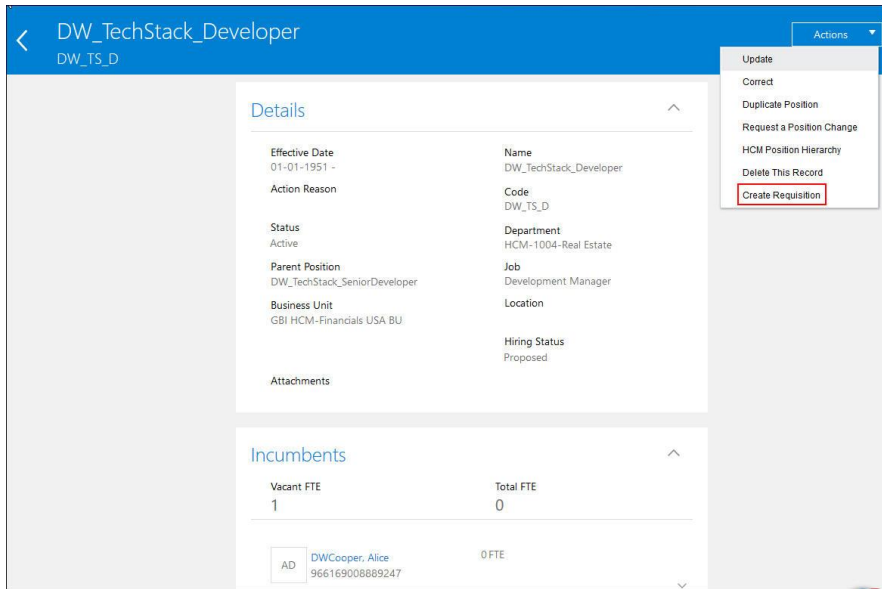


## DETAILS:

- You can create a requisition (Oracle Recruiting) using the Create Requisition action on the Position Details page.

## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES



## BUSINESS BENEFIT:



Ease of requisition creation





# PROFILES IN JOB DETAILS

## DETAILS:

- You can now associate profiles with a job on the Job Details page.

Create Job

1 When and Why Edit

2 Job Details Edit

3 Associated Profiles

Profiles

OK Cancel

\*Profile: 10710 Applications Developer Association Date: 4/30/20 - 7/31/20

Code: 10710

Profile Description: Applications Developer

Requisition Job Description: Model Prof UI

Software Developer SD-1002

Actions: Update, Correct, Duplicate, Create Profile

Legislative Info

History

Associated Profiles

Profile	Association Date
Applications Developer Code: 10710 Profile Description: Applications Developer Requisition Job Description: Model Prof UI	2020-04-30 -
Applications Developer Code: 10710 Profile Description: Applications Developer Requisition Job Description: Model Prof UI	2020-04-30 -

## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

## BUSINESS BENEFIT:



Profiles help in identifying the qualifications and skills required for a job

## TIPS AND CONSIDERATIONS:

You need to migrate to the Enhanced Talent Profile to use this feature.



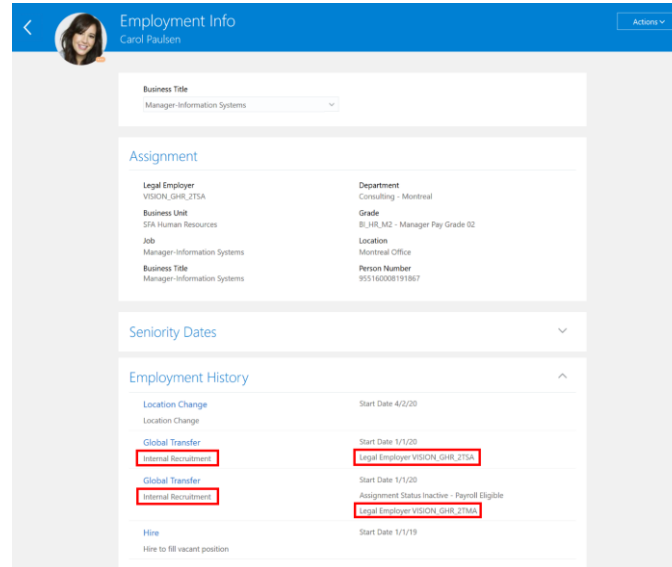


# LEGAL EMPLOYER AND ACTION REASON FIELDS ADDED TO EMPLOYMENT INFO PAGE



## DETAILS:

- We have improved the user experience of the Employment Info flow with the addition of the Legal Employer and Action Reason fields.
- These fields are now available in the Employment History and Future Actions sections of the Employment Info page.



## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

## BUSINESS BENEFITS:



## TIPS AND CONSIDERATIONS:



The Legal Employer field will only be displayed in case of a global transfer.







# SETUP PAGES FOR ACTIONS, ACTION REASONS, AND ASSIGNMENT STATUSES AVAILABLE ONLY IN RESPONSIVE PAGES FROM UPDATE 20C



## DETAILS:

- We now allow access to these setup pages only from the responsive pages in the application:
  - Configure Actions
  - Action Reasons
  - Assignment Statuses
- You can access these setup pages from Quick Actions under My Client Groups.



## BUSINESS BENEFITS:



Mobile Responsive

## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	NO
Quick Win	YES



# REPLACED OR REMOVED FEATURES

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GLOBAL HR





## MASS LEGAL EMPLOYER CHANGE FLOW AVAILABLE ONLY IN RESPONSIVE PAGES FROM UPDATE 20C

### DETAILS:

- Start using the new responsive Mass Legal Employer Change flow in update 20C. The responsive pages now replace the earlier classic pages for the Mass Legal Employer Change flow.

## ACCESS TO CHANGE LEGAL EMPLOYER FLOW ENDS IN UPDATE 20D

### DETAILS:

- We announced in the 20B Whats New that you can't access the Change Legal Employer flow in the application from update 20D onwards.
- We suggest you move quickly to start using and taking advantage of the responsive Local and Global transfer flow to change the legal employer of a worker.

## ALLOCATE CHECKLISTS AVAILABLE ONLY IN RESPONSIVE PAGES FROM 20D

### DETAILS:

- From 20D onwards, allocated checklists in Classic UI will no longer be supported.

### Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	NO
Quick Win	YES





**NEW**

**FEATURES**  
The Rest



# NID UNIQUENESS VALIDATION

## DETAILS:

- A new profile option, National Identifier Uniqueness Validation Mode is added to check the uniqueness of national identifier (NID)
- However, this check doesn't happen with Oracle Recruiting applicants.
- You can select any one of these profile option values:
  - **NONE** - Check for NID uniqueness is turned off. This is the default value.
  - **WARNING** - Check for NID uniqueness is done every time you add or modify any of the 3 NID field segments. If any duplicate is found, then application shows a warning message, but you can continue with the entered NID.
  - **ERROR** - Check for NID uniqueness is done every time you add or modify any of the 3 NID field segments. If any duplicate is found, then application shows an error message, and user can't continue with the entered NID. You can either cancel the transaction, change the NID record and continue, or blank the NID record.

## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	NO

## BUSINESS BENEFIT:



Reduce the number of duplicate person records created.





# NEW PARAMETER FOR SYNCHRONIZE PERSON RECORDS PROCESS



## DETAILS:

- A new parameter, **Batch Mode**, was added to the **Synchronize Person Records** process to improve the performance.
- This parameter will be set to Yes by default in a future release and hidden out of the box so that the performance of the process is maximized.

## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	NO

## BUSINESS BENEFIT:



## TIPS AND CONSIDERATIONS:

This change is the first step so that consuming products or customers who are using the ChangedPersonDetails event can take the necessary steps to update their processes and use the new BatchChangedPersonDetails event.





# SUPPORT FOR ADDITIONAL PERSON INFO IN TRANSACTION DESIGN STUDIO



## DETAILS:

- You can now configure the Additional Person Info page using the Transaction Design Studio (TDS) for the:
  - Person Extensible Flexfield (EFF) page to be displayed in the Info Group list of values.
  - Context to be displayed on the page, if there are multiple contexts defined for each page.
- The supported TDS parameters are Role Name and Country.

## BUSINESS BENEFIT:



Hide unnecessary fields

If a person only has an active work relationship in Italy, then only the Italian Oracle-delivered person EFF page and contexts will be displayed and all other Oracle-delivered person EFFs won't be displayed in the Info Group list of values.

## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	NO

## TIPS AND CONSIDERATIONS:

The Additional Person Info page is displayed only for the HR professional roles out-of-the-box.

TDS does not support hiding specific segments of a person EFF.





# CONTEXT-BASED PERSONALIZATION FOR WORKFORCE STRUCTURES EFF USING HCM EXPERIENCE DESIGN STUDIO



## DETAILS:

- You can now configure the EFF contexts for workforce structures in the HCM Experience Design Studio.

Show or Hide Regions ^

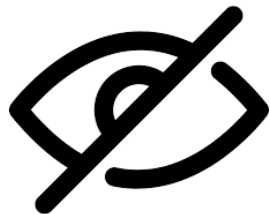
Show questionnaire page Yes ▾

When and Why	Required ▾	Visible ▾
Location Details	Required ▾	Visible ▾
Main Address	Required ▾	Visible ▾
Shipping Details	Required ▾	Visible ▾
Additional Info	Not required ▾	Visible ▾
Legislative Info	Not required ▾	Visible ▾

## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	NO

## BUSINESS BENEFIT:



You can show or hide the sections.







# CONTEXT-BASED PERSONALIZATION FOR ASSIGNMENT EFF USING HCM EXPERIENCE DESIGN STUDIO



## DETAILS

- You can configure to selectively show or hide the assignment extensible flexfield (EFF) contexts in this section based on your business rules.

### Page Attributes

Region Additional Assignment Info ▾

Done

Page Assignment Extra Informatio ▾ Visible

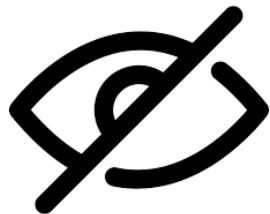
Region Additional Assignment Detai ▾ Visible

## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	NO

**NOTE:** The ability to show or hide segments in the assignment EFF is still not supported.

## BUSINESS BENEFIT:



You can show or hide the sections.





# CUMULATIVE OPTION SET TO NO DURING V1 TO V3 SENIORITY DATES MIGRATION



## DETAILS

- We have enhanced the process to migrate seniority dates from version 1 (V1) to version 3 (V3).

## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	NO

Configure Seniority Date Rules Save Cancel

Seniority Date Rule List

Include Inactive Rules

View + x ☰

*Active	*Seniority Rule Name	*Attribute	*Level	*Cumulative	*Allow Edit	*Display in Guided Flows	*Override Seniority Basis
Yes	Legal Employer Seniority Date - Work Relatio	Legal Employee	Work Relatio	No	Yes	No	Either Days or Hours
Yes	Enterprise Seniority Date - Person Level - Mig	Enterprise	Person	No	Yes	No	Either Days or Hours

Columns Hidden 7

## BUSINESS BENEFITS:



The application now sets the Cumulative option for migrated V3 seniority dates to No.





# CONTROL DOCUMENT RECORDS ACCESS IN BIP REPORTS

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **NO**

### DETAILS:

- You can now control access to person and document record data in BIP reports using the new secured HR\_DOR\_SECURED\_LIST\_V view.
- Until this update, document records related BIP reports had to be based on HR\_DOCUMENTS\_OF\_RECORD table. This resulted in users, having access to run such reports, being able to run the report for all persons and for all document types.

### BUSINESS BENEFITS:



Controlled Access



# IMPROVED CHECKLIST TRANSACTION TITLES IN TRANSACTION CONSOLE



## DETAILS:

- You can now take advantage of enhanced checklist transaction titles that make it easy to identify **Checklist Action Composite** and **Employment Checklist Allocated Task Composite** processes in the transaction Console

### Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	NO

Transaction Manager: Transactions

Checklist  Status Completed

Show Filters Actions Priority Transactions From

Name	Process Name	Status
<input type="checkbox"/> Checklist Task-1. Select a laptop-David Parker(955160008178429)-20C_OAL_Onboarding Demo-Step 1-ORA_ONB_ENT_ONBOA...	Employment Checklist Allocated Task Composite	✓ F
<input type="checkbox"/> Checklist Task-3. Read and sign the document-David Parker(955160008178429)-20C_OAL_Onboarding Demo-Step 1-ORA_ONB...	Employment Checklist Allocated Task Composite	✓ F
<input type="checkbox"/> Checklist Task-5. Watch this video-David Parker(955160008178429)-20C_OAL_Onboarding Demo-Step 1-ORA_ONB_ENT_ONBO...	Employment Checklist Allocated Task Composite	✓ F
<input type="checkbox"/> Checklist Task-4. Upload documents-David Parker(955160008178429)-20C_OAL_Onboarding Demo-Step 1-ORA_ONB_ENT_ON...	Employment Checklist Allocated Task Composite	✓
<input type="checkbox"/> Checklist Task-3. Read and sign the document-David Parker(955160008178429)-20C_OAL_Onboarding Demo-Step 1-ORA_ONB...	Employment Checklist Allocated Task Composite	✓
<input type="checkbox"/> Checklist Task-7. Place Order for laptop-David Parker(955160008178429)-20C_OAL_Onboarding Demo-Step 1-ORA_ONB_ENT...	Employment Checklist Allocated Task Composite	✓
<input type="checkbox"/> Checklist Task-8. Organize team lunch-David Parker(955160008178429)-20C_OAL_Onboarding Demo-Step 1-ORA_ONB_ENT_O...	Employment Checklist Allocated Task Composite	✓
<input type="checkbox"/> Checklist Task-2. Verify personal information-David Parker(955160008178429)-20C_OAL_Onboarding Demo-Step 1-ORA_ONB...	Employment Checklist Allocated Task Composite	✓
<input type="checkbox"/> Checklist Task-5. Watch this video-David Parker(955160008178429)-20C_OAL_Onboarding Demo-Step 1-ORA_ONB_ENT_ONBO...	Employment Checklist Allocated Task Composite	✓
<input type="checkbox"/> Checklist Task-6. Add family and emergency contacts-David Parker(955160008178429)-20C_OAL_Onboarding Demo-Step 1-OR...	Employment Checklist Allocated Task Composite	✓
<input type="checkbox"/> Checklist Task-1. Select a laptop-David Parker(955160008178429)-20C_OAL_Onboarding Demo-Step 1-ORA_ONB_ENT_ONBOA...	Employment Checklist Allocated Task Composite	✓

Transaction Manager: Transactions

Checklist Action-Resig  Status Completed

Show Filters Actions Priority Transaction

Name	Process Name	Status	Submitted On	Approve Submitted By
<input type="checkbox"/> Checklist Action-Resignation-Ellen Burtis(100000008153823)-300100193188819	Checklist Action Composite	✓	4/21/20	Meg Fitzimmons

## BUSINESS BENEFITS:



# SEQUENCE CHECKLIST TASKS

## DETAILS:

- You can now make use of the ability to configure the sequence of checklist tasks. The tasks are displayed in the specified sequence.

Task: 1. Select a laptop

**Details** | Notification and Reminders | Notes | Display Properties

\*Name: 1. Select a laptop | Status: Active

\*Sequence: 1 | Preceding Task: | Eligibility Profile: | Offset Days: 0

Description: Select a laptop

Required:

Target Duration: 2 Days | Delay Duration: | Performer: Worker | Owner: Initiator | Task Type: Questionnaire | Questionnaire: Laptop

Comments:

Welcome to Oracle. Please complete the below tasks.

1 First Day | 0% Required Tasks Completed | Onboarding sponsor: onboarding\_help@oracle.com

0/6 Tasks to Finish

Due By 5/6/20 REQUIRED 1. Select a laptop First Day	Due By 5/5/20 REQUIRED 2. Verify personal information First Day	Due By 5/6/20 REQUIRED 3. Read and sign the document First Day	Due By 5/6/20 REQUIRED 4. Upload documents First Day
Due By 5/6/20 REQUIRED 5. Watch this video First Day	Due By 5/6/20 REQUIRED 6. Add family and emergency contacts First Day		

## Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	NO

Employee Progress | David Parker

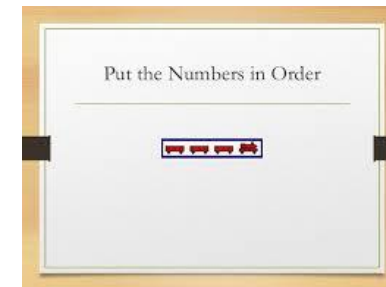
My Tasks

- 7. Place Order for laptop (Prerequisite Task: 1. Select a laptop)

Incomplete Tasks

- 1. Select a laptop (Due By 5/6/20)
- 2. Verify personal information (Due By 5/5/20)
- 3. Read and sign the document (Due By 5/6/20)
- 4. Upload documents (Due By 5/6/20)
- 5. Watch this video (Due By 5/6/20)
- 6. Add family and emergency contacts

## BUSINESS BENEFITS:





# NEW LOCATIONS V2 REST RESOURCE



## DETAILS:

- You can use the new locations V2 REST resource to create and manage locations in Oracle HCM Cloud.

## BUSINESS BENEFIT:

Using this resource, you can retrieve, create, and manage locations and related addresses and flexfields data.

## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	NO





# CLIENT LIST OF VALUES FOR ACTION IN OFFER PAGES



## DETAILS:

- We have improved the user experience with the new Action list of value (LOV). You can now get relevant action suggestions as you start typing in the LOV

Create Job Offer  
Jasmine PR-PreUpdInt (197567), ZBEN-1810-OFFER-MAN

Save and Close Submit Cancel

1 When and Why

\*When is the employee start date?  
5/18/20

\*Legal Employer  
ZBEN USA

\*Worker Type  
Employee

\*Action  
As  
Action  
Add Assignment  
Assignment Change

2 Assignment Info

## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	NO

## BUSINESS BENEFITS:



Ease of choosing value from LOV

## TIPS AND CONSIDERATIONS:



Impact on the Page Composer personalization, HCM Experience Design Studio and AutoComplete rules must be validated



# KNOWN ISSUES AND BUGS

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GLOBAL HR







# DOCUMENT RECORD ATTACHMENTS CAN'T BE DOWNLOADED FROM CLASSIC EMAIL NOTIFICATION

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## DETAILS:

- Attachments uploaded in document records cannot be downloaded by the approver from the classic email notifications because of a technical limitation.
- However, approvers can download the document record attachments from the classic worklist notification as well as the BIP based worklist and email notifications.
- If you have turned on the Responsive pages this will not be an issue as it is only an issue in the classic pages.

## WORKAROUND:

Customer should enable the following profile options for BIP notifications. BIP\_EMAIL\_NOTIFICATION\_HCM, BIP\_EMAIL\_NOTIFICATION\_HCM\_PER, BIP\_ONLINE\_NOTIFICATION\_HCM, BIP\_ONLINE\_NOTIFICATION\_HCM\_PER

Oracle Reference: 27572535





# LIMITATIONS ON CREATING DOCUMENT RECORDS FROM DOCUMENTS TAB

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## DETAILS:

- If a document type has been configured to have minimum attachments (greater than zero), then users can't add a document type from the Documents tab in the Manage Person page.
- When users click on the Create button in the attachments section, the error message 'For the selected document type, you must upload the following minimum number of attachments: {MIN\_NUM}' is displayed.
- The Add Attachment action works fine for document types which don't have the minimum attachments configuration.

## WORKAROUND:

Users should use the Manage Document Records quick action to create and update document records.

Oracle Reference: 29121019





# DOCUMENT RECORDS REST API DOESN'T VALIDATE MISMATCH BETWEEN ATTACHMENT TYPE

---



## DETAILS:

- When using REST API to load document record attachments, if there's a mismatch between the attachment type and content this isn't validated.
- For example, if you specify the attachment type as text/plain but provide the contents as a Word document or vice versa, the system doesn't validate the correct document.

## WORKAROUND:

Ensure that the attachment type and content match when using REST API to upload document records attachments.

Oracle Reference: 29504714





# PERSONAL INFO SECTION HIDDEN IN CLASSIC MANAGE DIRECT REPORTS PAGE

---



## DETAILS:

- The Personal Info section is hidden in the classic Manage Direct Reports page

## WORKAROUND:

This is to avoid duplication of information displayed on the page. However, you can display the section using Personalization.

Oracle Reference: 30312120





# APPROVERS UNABLE TO EDIT DOCUMENT RECORD FROM BIP BASED APPROVAL NOTIFICATION

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## DETAILS:

- It is not possible for approvers to edit a document record from the BIP based approval notification.
- Due to a technical limitation that the notification doesn't have an Edit option.

## WORKAROUND:

Approvers need to reject the approval notification. The requester can then make the required changes and resubmit the document record for approval.

Oracle Reference: 30862230





# DUPLICATE DOCUMENT RECORD ATTACHMENT NAME RESULTS IN UPLOAD ISSUE

---



## DETAILS:

- An error occurs when uploading document record attachments with duplicate names in a single document record transaction.
- This is because SOA doesn't allow multiple attachments with the same name for a single task.
- This is what is observed:
  - When approval is enabled, it displays an error message in the Document Records page.
  - When bypass approval is enabled, there is no error message but, the document record doesn't get created.
  - When created using HDL or REST API, it saves the duplicate attachment as a blank file.

## WORKAROUND:

It is recommended not to upload multiple attachments with the same name.

Oracle Reference: 30898449





**Closing Note**

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## Analyze

Evaluate new features to prioritize the uptake of those that improve user experience and productivity.

## Plan

Business and IT teams collaborate on the strategy for the uptake of new features and go-live.

## Test

Execute regression and user acceptance testing on key flows.

## Launch

Go live with new features, documenting feedback for ongoing success along with Post Update Support







# Evosys Next Generation Cloud Managed Services



Realize the true potential of Oracle Cloud transformation



Don't just keep the lights on – get **business value**



Facilitating continuous improvement with **value based analytics™** aligned to **ITIL V4**



Drive **Self-sufficiency & Innovation**



**KPI driven support (factual work)**

## Evosys KPI driven support approach

Customer delight

 **4.6/5**  
Average Customer Rating

Adherence to service level commitments

Value realization





# Closing Note

1. In Next 48 hours, below items will be distributed over to your registered email ID
  1. Presentation with annexures
  2. Session Recording
  3. Test Scripts
2. Feedback Form
3. Speak with your Project Manager or [business@evosysglobal.com](mailto:business@evosysglobal.com)
  1. for additional services around quarterly updates
  2. Know more about Next Generation Cloud Managed Service
4. Next Sessions

**UPCOMING WEBINARS**

[ Time: 4:00 PM CET / 2:00 PM GMT ]

Date	Topic	Duration
July 16, 2020	Human Resource	1 hour
July 17, 2020	Finance	1 hour
July 21, 2020	Talent Management	1 hour
July 22, 2020	Workforce Management and Compensation	1 hour
July 23, 2020	Payroll UK	1 hour



***Evosys ... is here to help you!***

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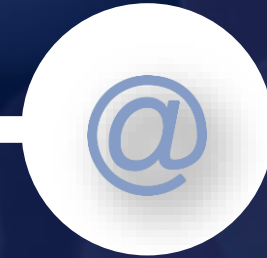
**Contact :**

Your Project Manager



**Address:**

[www.evosysglobal.com](http://www.evosysglobal.com)



**Email:**

[business@evosysglobal.com](mailto:business@evosysglobal.com)

**Q & A**

***Thank you !***