LIVE
21/07/21

Evosys • Live

Advisory Webinar

21C – Talent Management & Oracle Learning Cloud

Empowering you for the next update

Value Based Delivery | ORACLE Partner | Evosys Glide On-Prem to Cloud Transformation

Host: Hardik Patel
Operations Manager – Managed Services

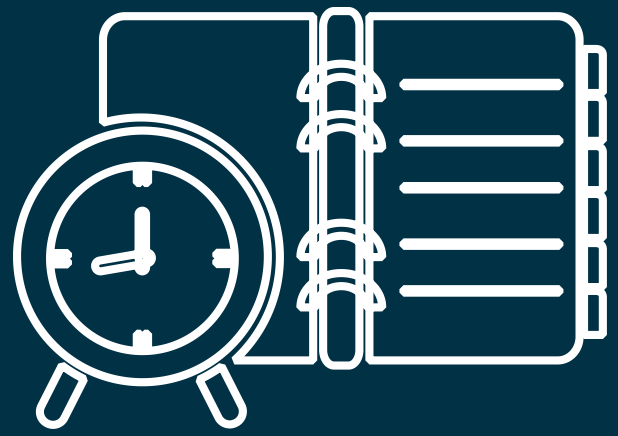
Speakers: Khushboo Patel
Consultant
Human Capital Management

Evosys
A Mastek Company

Oracle's Global Partner of Year (2017, 2019)

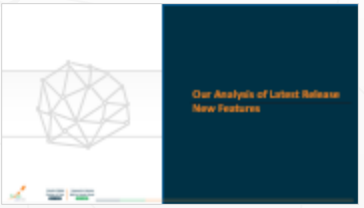
Featured in Gartner MQ for Oracle Cloud (2019, 2020)

AGENDA

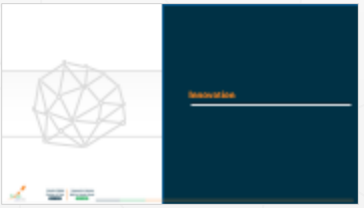


- Our Approach to Oracle Update

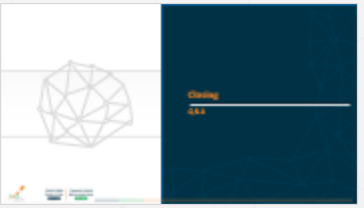
- Our Analysis of Latest Release



- Innovation



- Closing
  - Q&A

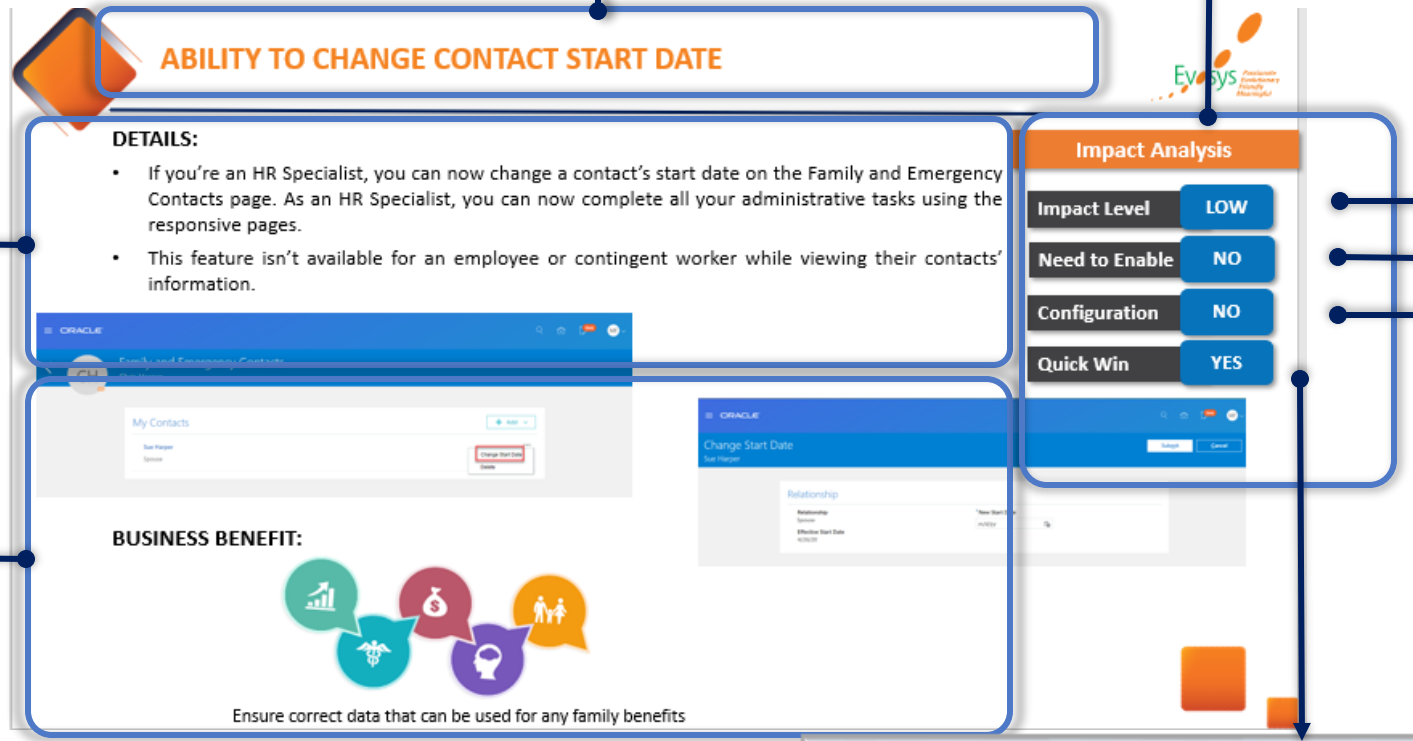


How to read each Feature Summary?

New Feature Introduced in latest release by Oracle

Short Description of the New Feature

Business Benefits realized from the New Feature



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.*

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

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.*

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

Our Analysis of Latest Release New Features

Evosys Analysis- Statistics

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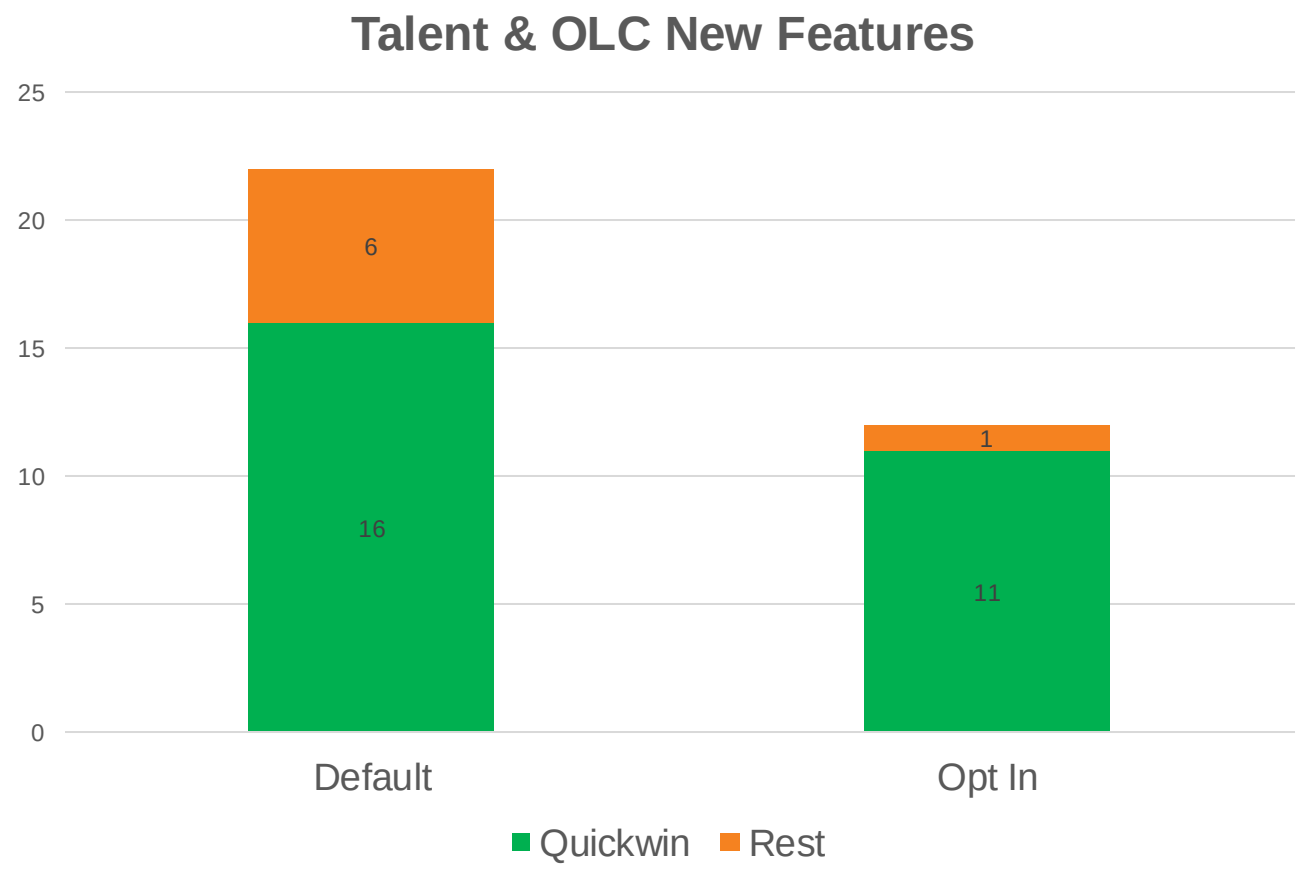
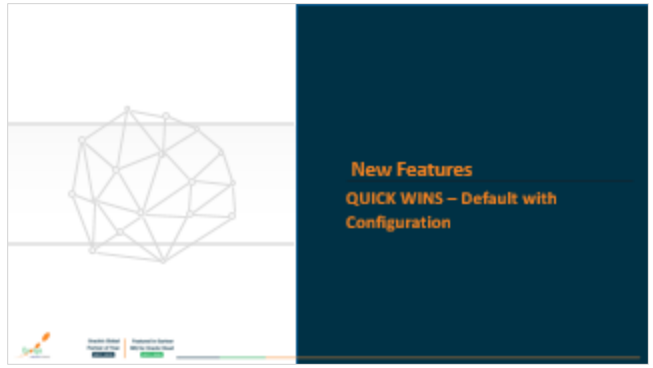
Talent & OLC New Features



Evosys Analysis



Oracle's Global Partner of Year (2017, 2019)

Featured in Gartner MQ for Oracle Cloud (2019, 2020)

New Features

QUICK WINS – Default with No Configuration

Career development secured employee search

Details:

Secure administrator access to employees when they search for employees on Career Development pages.

Page	Secured Search Fields
Development Goals	**Worker** filter
Setup of Development Goals Mass Assignment	**Requester** filter
Add Mass Assign Goals Process	**Requester** list of values **Add Worker** list of values in Included Workers and Excluded Workers sections
Check Person Eligibility	**Person Name** list of values

Impact Analysis

Impact level	Medium
Need to enable	No
Configuration	No
Quick win	Yes

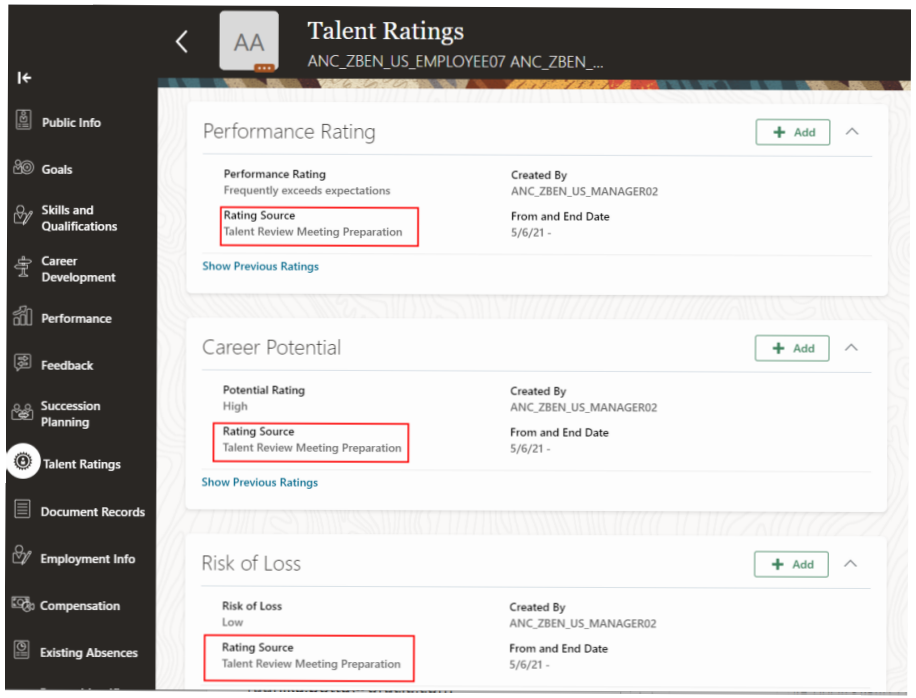
Business Benefit:

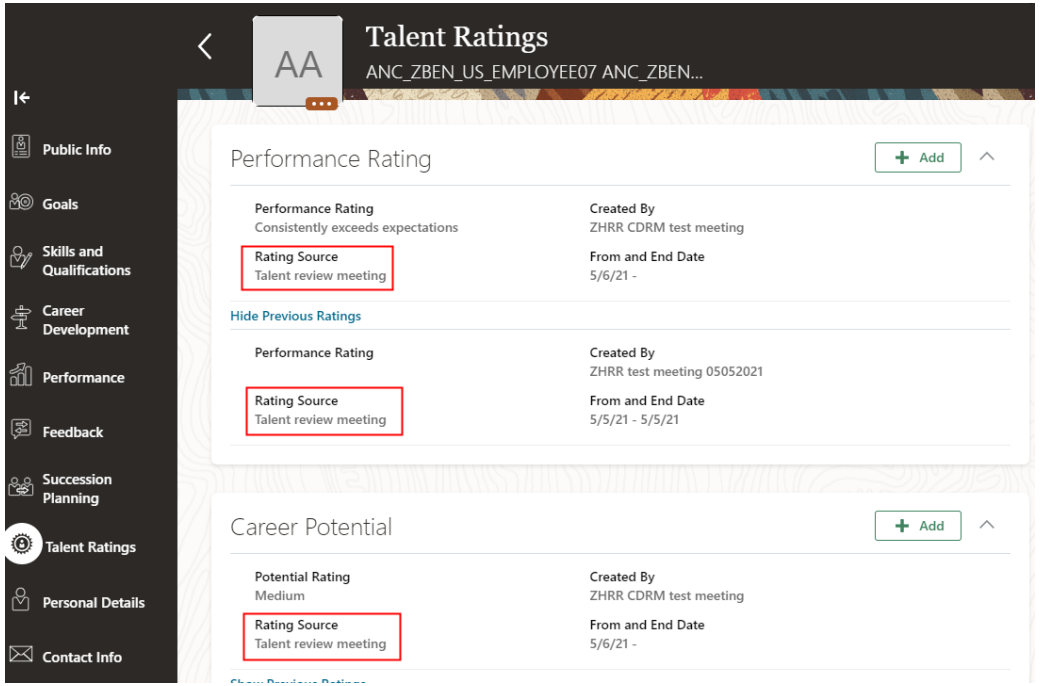
Enhance security by allowing administrators to see only the employees that they can access.

New ratings source for talent review manager prepare review content ratings

Details:

Distinguish ratings submitted by a manager on the talent review Prepare Review Content page. When viewing ratings in the employee's profile, you will now see a new ratings source called "Talent Review Meeting Preparation" for ratings submitted by the manager prior to the start of the talent review meeting.





Impact Analysis

Impact level	Medium
Need to enable	No
Configuration	No
Quick win	Yes

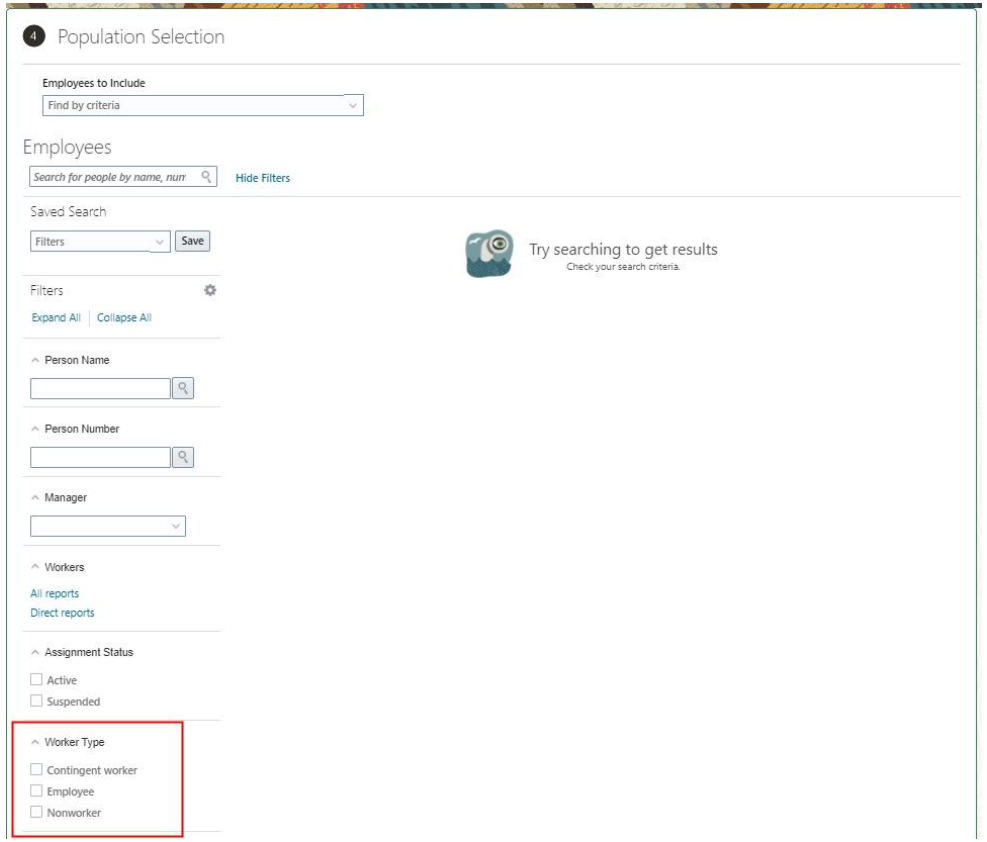
Business Benefit:

More clarity can be given to employees in terms of ratings

Exclude contingent workers from review population search

Details:

Leverage the new worker type filter option when you search for employees to add to your review population. You now have the option to include or exclude contingent workers, workers, and non-workers when conducting your review population search.



Impact Analysis

Impact Level	Low
Need to enable	No
Configuration	No
Quick win	Yes

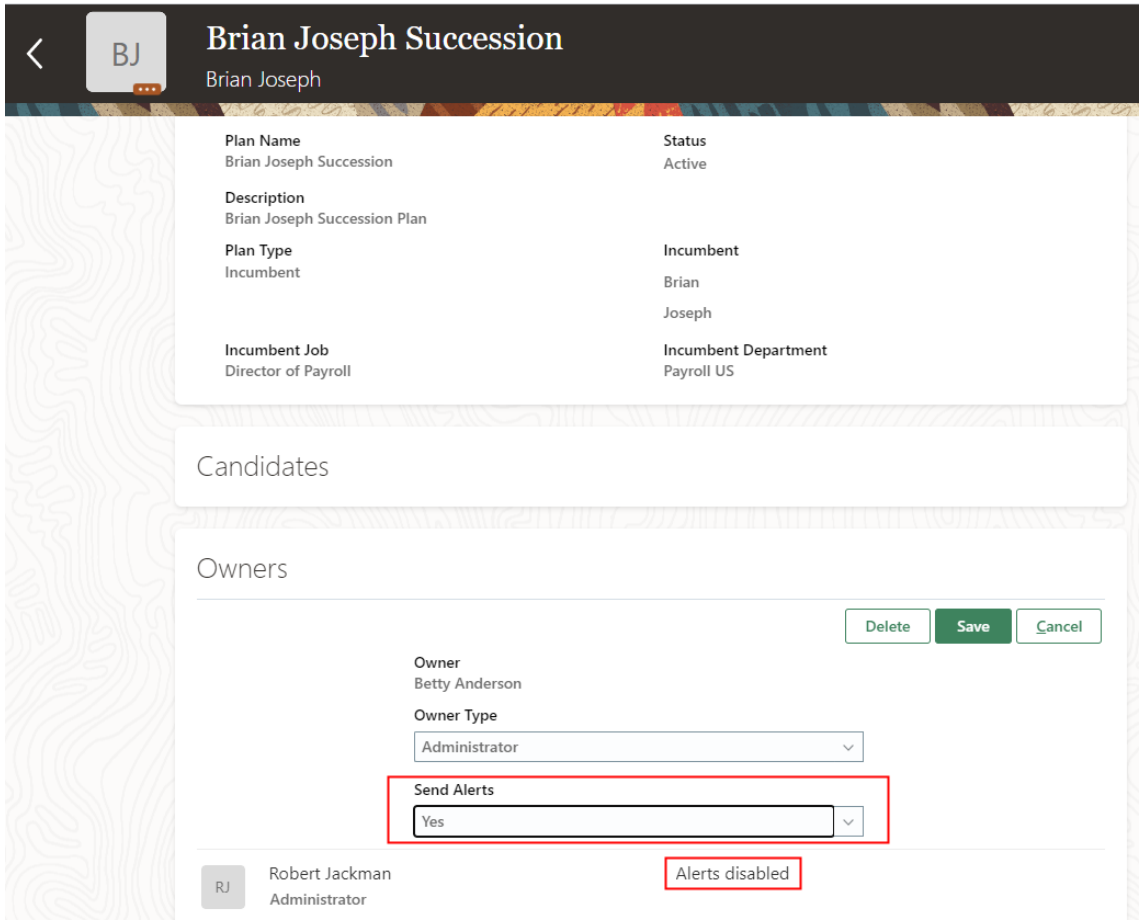
Business Benefit:

New filter is added to enhance the meeting process

Select owners to notify for succession alerts

Details:

Leverage the ability to select the succession plan owners who need to receive succession-related notifications. In each plan, you can now indicate which owners should receive notifications for the plan changes.



Impact Analysis

Impact level	Medium
Need to enable	No
Configuration	No
Quick win	Yes

Business Benefit:

Business Enhancement

Date-tracking and source for changes to the languages content section entries in talent profiles

Details:

Track history and source for changes to profile items in the Languages content section on a Talent profile. When changes are made to languages in the Talent profile, you will now see date-tracked history of changes as well as the source of those changes as Prerequisite, Learning Outcome, Development Goal Target Outcome, Goal Target Outcomes, or Profiles.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick win	Yes

Business Benefit:

Business Enhancement

Goal management secured employee search

Details:

Secure administrator access to employees when they search for employees on the Goal Management pages.

Page	Secured Search Fields
Performance Goals	**Worker** filter
Assignees	employee search field
Goal plan page	**Add Worker** list of values in Included Workers and Excluded Workers sections
Setup of Performance Goals Mass Assignment	**Requester** filter
Add Mass Assign Goals Process	**Requester** list of values **Add Worker** list of values in Included Workers section
Check Person Eligibility	**Person Name** list of values

Impact Analysis

Impact level	Medium
Need to enable	No
Configuration	No
Quick win	Yes

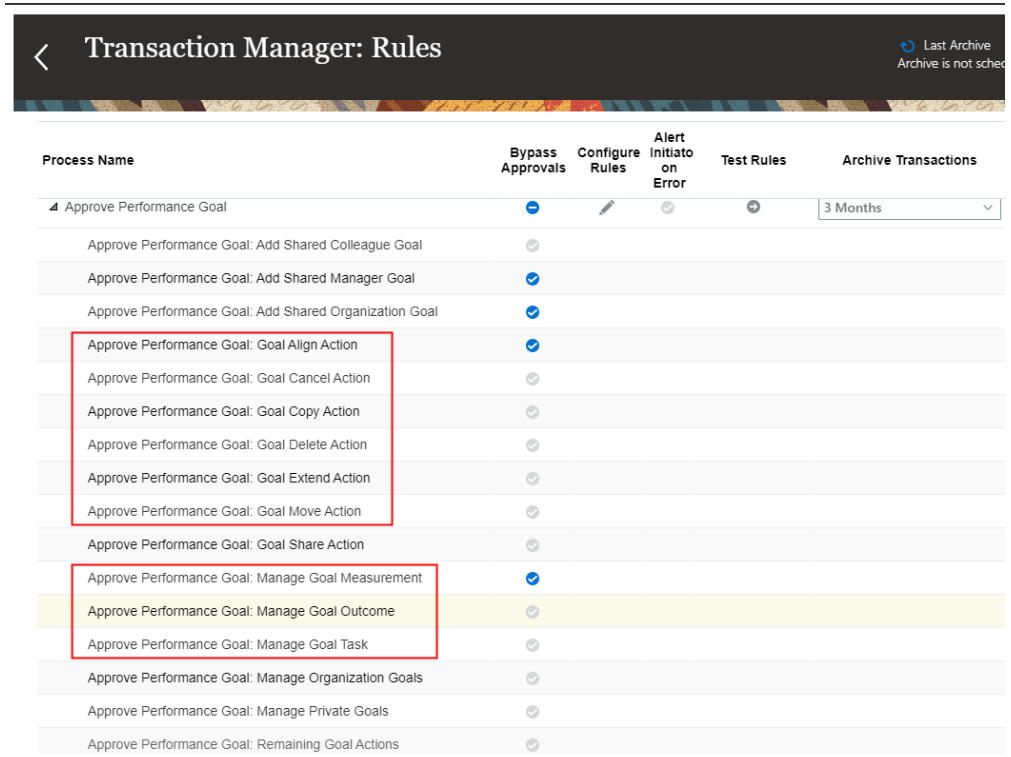
Business Benefit:

Business Enhancement

Bypass approvals for performance goal sub processes

Details:

Use Performance Goals Approvals Bypass that now includes performance goals actions, tasks, measurements, and target outcomes. When bypass is enabled for a specific goal action or a goal manage feature, the goal is immediately updated bypassing the manual and auto-approval rule set.



Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

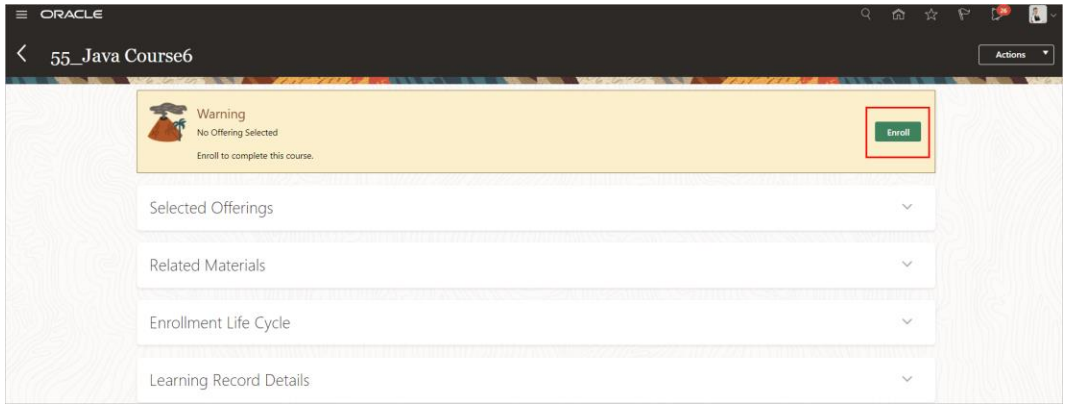
Business Benefit:

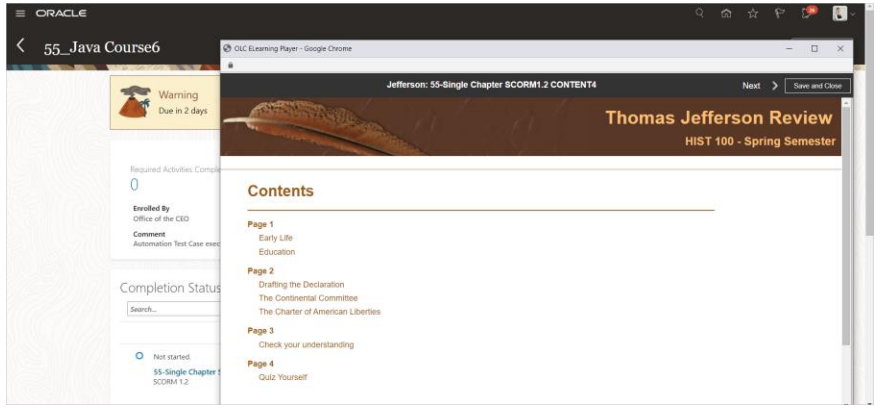
Approval can be bypassed-auto approved or can be configured

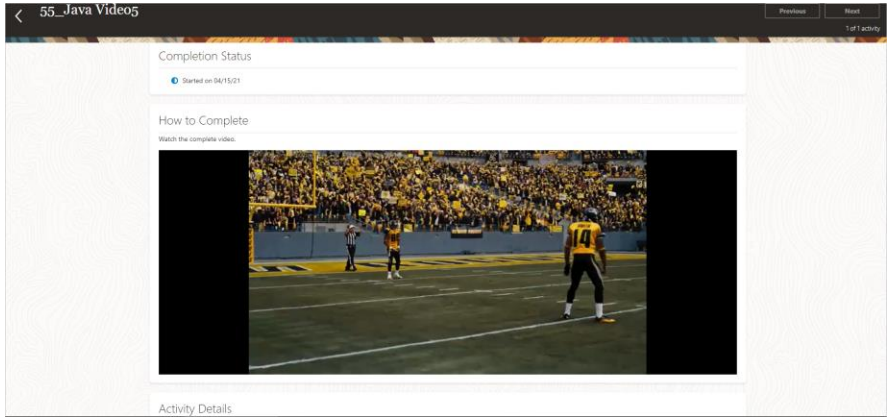
Fewer clicks to launch elearning from course enrollment details

Details:

Launch eLearning with a single click on the course enrollment details page when you receive a course assignment and haven't yet selected an offering to complete the training.







Impact Analysis

Impact Level	High
Need to Enable	No
Configuration	No
Quick Win	Yes

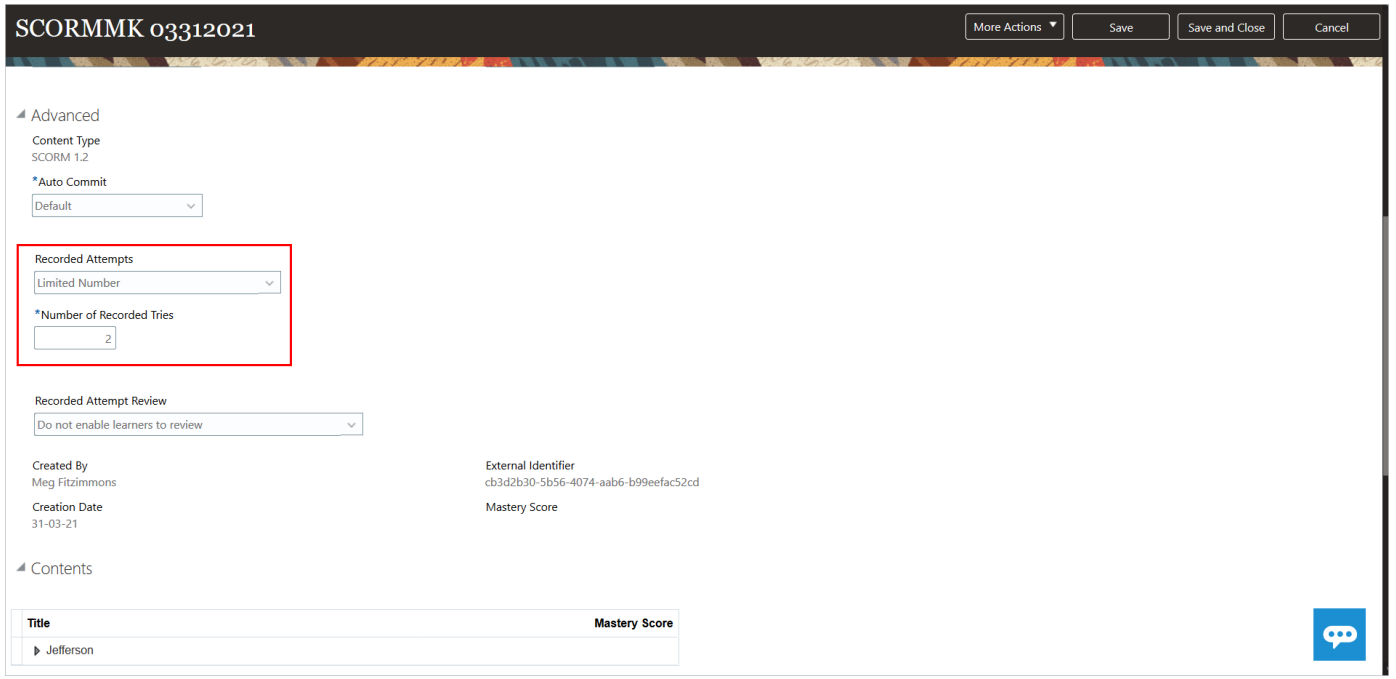
Business Benefit:

Enhanced design simplifies the learner's experience because there are now fewer click to get to eLearning.

Scorm limited attempts

Details:

Configure SCORM and HACP content to allow a specific number of attempts before completing the learner's enrollment as Not Passed. This is a new option for the Recorded Attempts field, which previously allowed for Single or Unlimited attempts.



Impact Analysis

Impact Level	Medium
Need to Enable	No
Configuration	No
Quick Win	Yes

Business Benefit:

Business Enhancement

Purge learning records using hdl

Details:

Use the HDL Learning Record business object to permanently remove learning records so that they no longer appear to administrators or in reporting. This allows you to remove any unwanted learning record data.

Here is a sample .dat file for purging a learning record:

METADATA|LearningRecord|LearningRecordId|LearningRecordEffectiveStartDate|LearningRecordEffectiveEndDate|LearningRecordNumber|AssignmentNumber|LearningItemType|LearningItemNumber|LearnerNumber|LearningRecordStatus|LearningRecordPurgeFlag

DELETE|LearningRecord||2021/03/11||OLC207847|OLC207848|ORA_COURSE|OLC397407|8153756|ORA_ASSN_REC_DELETED|Y

Impact Analysis

Impact Level	High
Need to Enable	No
Configuration	No
Quick Win	Yes

Business Benefit:

Allows you to remove any unwanted learning record data.

HDL learning record business object enhancements

Details:

Use the new HDL Learning Record business object enhancements, which enable you to:

Update an offering learning record status from Withdrawn to Deleted.
Update a learning record status from Active to Deleted for any learning item type.
These new capabilities let you easily update learning records directly to Deleted status, so that they disappear from self-service view.

Impact Analysis

Impact Level	High
Need to Enable	No
Configuration	No
Quick Win	Yes

Business Benefit:

Business Enhancement

Import elearning completion details with renewals using hdl

Details:

Use HDL to load eLearning completion details for renewing course assignments. This enables learners to review the eLearning content of their past completion for a course.

Completion details of a course assignment refer to the offering and its activities that the learner completed in order to obtain the course completion. Loading completion details using HDL is accomplished by loading an offering assignment in an active status, and then the activity attempt completion to update the assignment to completed.

Impact Analysis

Impact Level	High
Need to Enable	No
Configuration	No
Quick Win	Yes

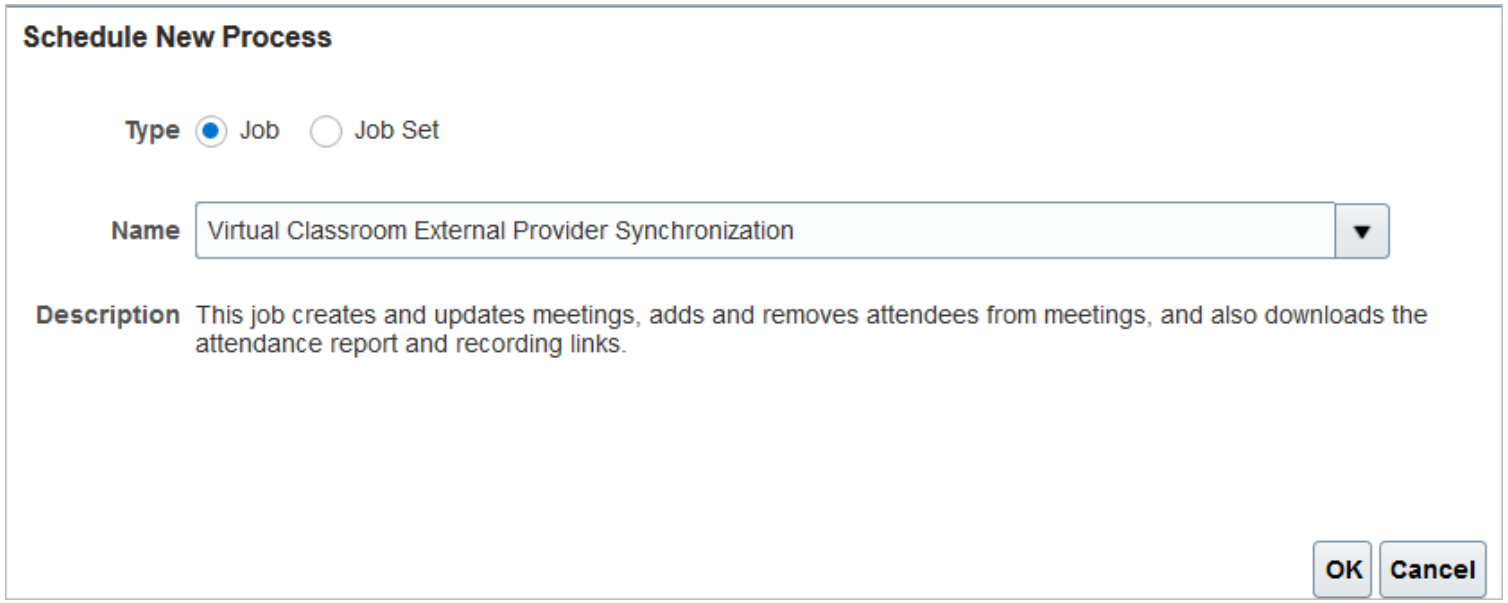
Business Benefit:

Business Enhancement

Virtual classroom provider background process changes

Details:

Be aware that multiple external provider synchronization jobs for WebEx and Adobe, which had the same names, have been consolidated into a single job to simplify configuration tasks. The new job is called Virtual Classroom External Provider Synchronization.



Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

Business Benefit:

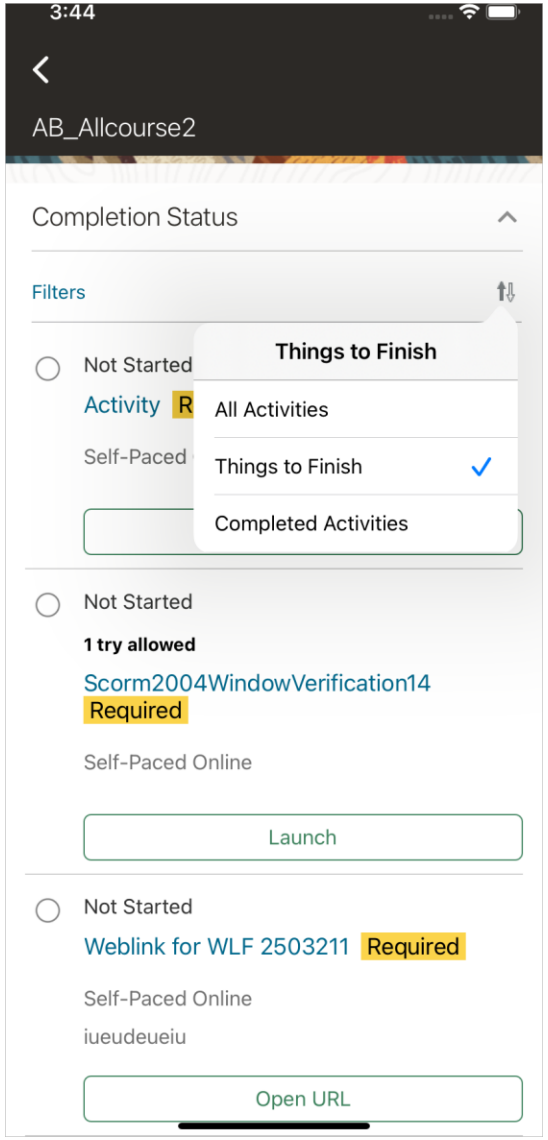
Business Enhancement

Activity views in hcm mobile offline learning app

Details:

Use the new activity views in the HCM Mobile offline learning app to quickly see the activities that still need to be completed. You can view:

Things to Finish - This is the default view until the assignment status is Completed.
All Activities - Shows all sections and activities, regardless of course activity assignment status.
Completed Activities - Shows all the sections and activities in Completed status. The view defaults to this mode once a specialization assignment status is Complete.



Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

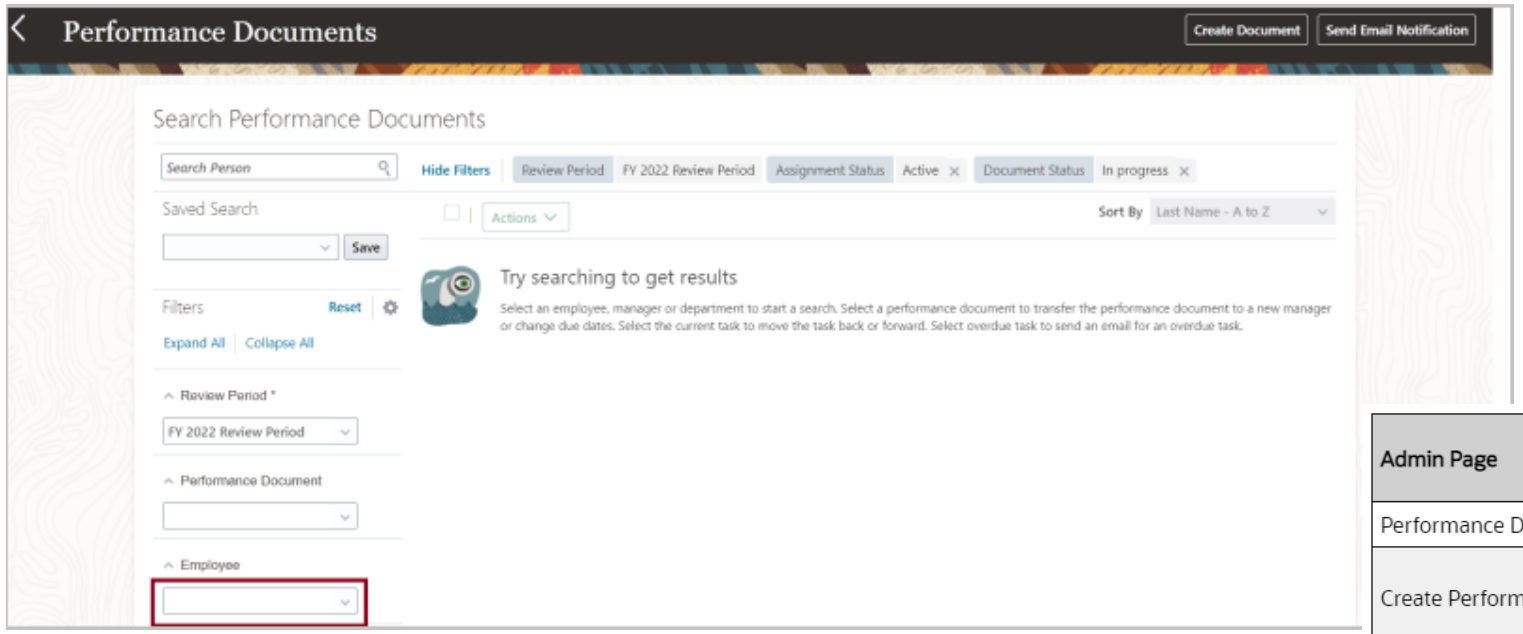
Business Benefit:

Business Enhancement

Enhanced security for employee list of values (lov) in hr admin pages

Details:

Secure the employee list of values which displays to the HR specialist in the performance admin pages. If an employee has multiple assignments, then the application returns all the assignments the HR specialist has access to, not just the assignment selected from the list of values..



Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

Admin Page	Data Security Privilege
Performance Documents	HRA_CREATE_PERFORMANCE_DOCUMENT_DATA
Create Performance Documents	HRA_CREATE_PERFORMANCE_DOCUMENT_DATA HRA_CREATE_ANYTIME_PERFORMANCE_DOCUMENT_DATA
Participant Feedback	HRA_MANAGE_PERFORMANCE_DOCUMENT_DATA
Performance Document Eligibility	HRA_MANAGE_PERFORMANCE_DOCUMENT_DATA
Process Mass Actions for Performance Documents	HRA_MANAGE_PERFORMANCE_DOCUMENT_DATA

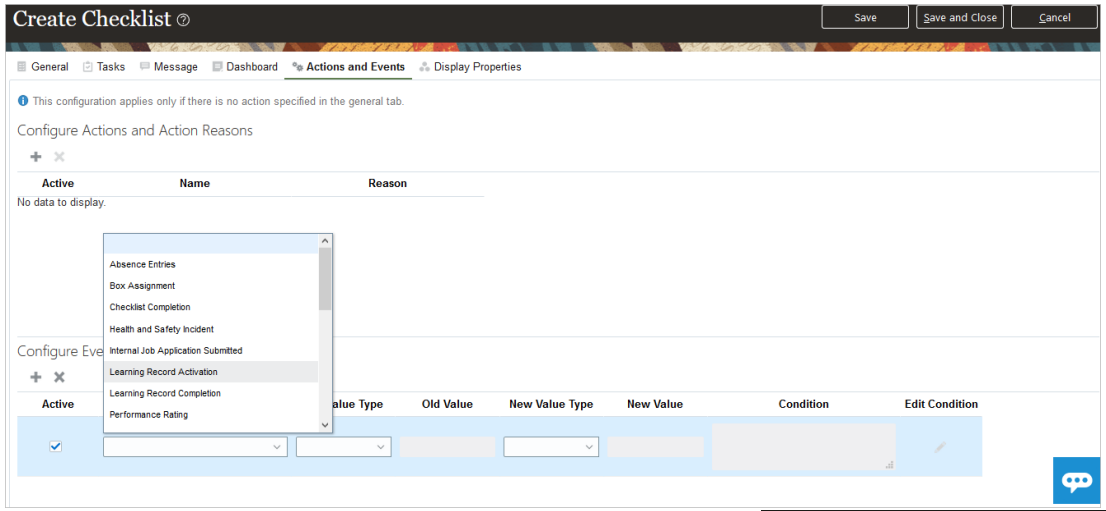
New Features

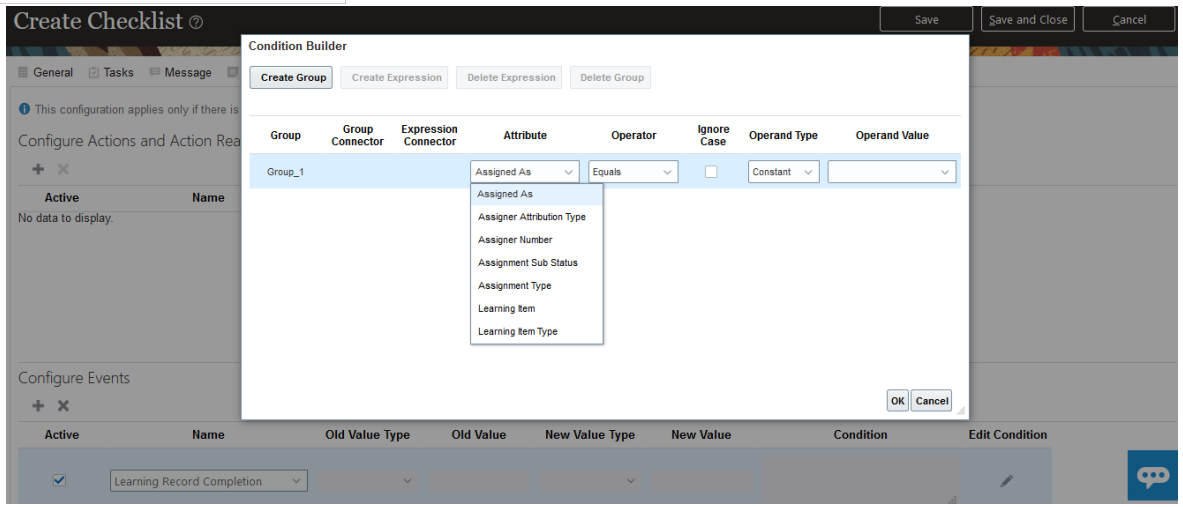
QUICK WINS – Default with Configuration

Use learning record change events in hcm journeys workflows

Details:

Use the new HCM Journeys integration and automate a series of tasks for employees when they are assigned or complete learning.





Impact Analysis

Impact Level	High
Need to Enable	No
Configuration	Yes
Quick Win	Yes

Business Benefit:

Business Enhancement

NEW FEATURES

QUICK WINS – Opt Ins

Talent performance improvement plan (pip) event

Details:

You can now configure a Performance Improvement Plan (PIP) event to trigger when an employee receives a low performance rating according to your configuration. Use the Condition Builder during journey template set up to configure conditions that include talent attributes. When the condition is met, the journey is automatically triggered.

Enhance the Journeys experience by configuring a Performance Improvement Plan (PIP) event to enable when an employee receives a low performance rating according to your configuration.

Impact Analysis

Impact level	Low
Need to enable	Yes
Configuration	Yes
Quick win	Yes

Business Benefit:

Improvement be done for employees having low performance

Talent risk of loss event

Details:

Enhance the Journeys experience by configuring the Risk of Loss event to enable when an employee's Risk of Loss has changed according to your configuration.

Business Benefit:

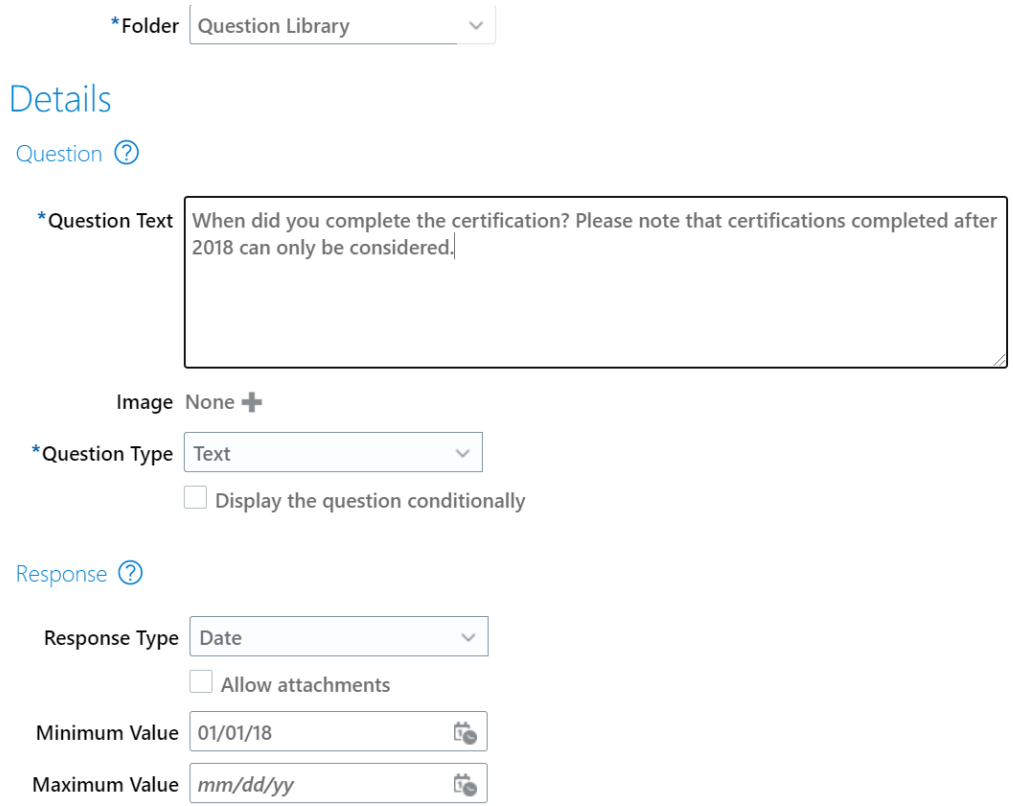
Improvement be done for employees having low performance

Impact Analysis	
Impact level	Low
Need to enable	Yes
Configuration	Yes
Quick win	Yes

Allow date responses for questions

Details:

Create questions that will accept a date response from participants. A date picker will be available to them when they respond to such questions in a questionnaire.



Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes

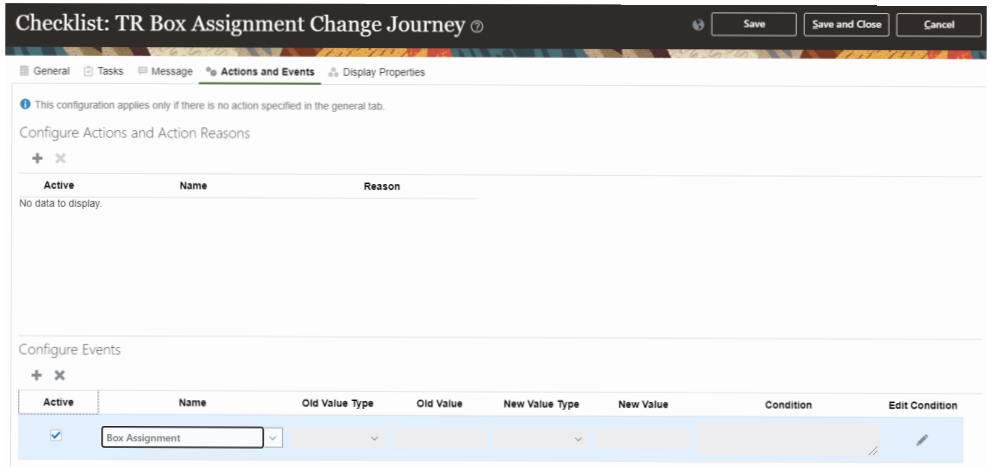
Business Benefit:

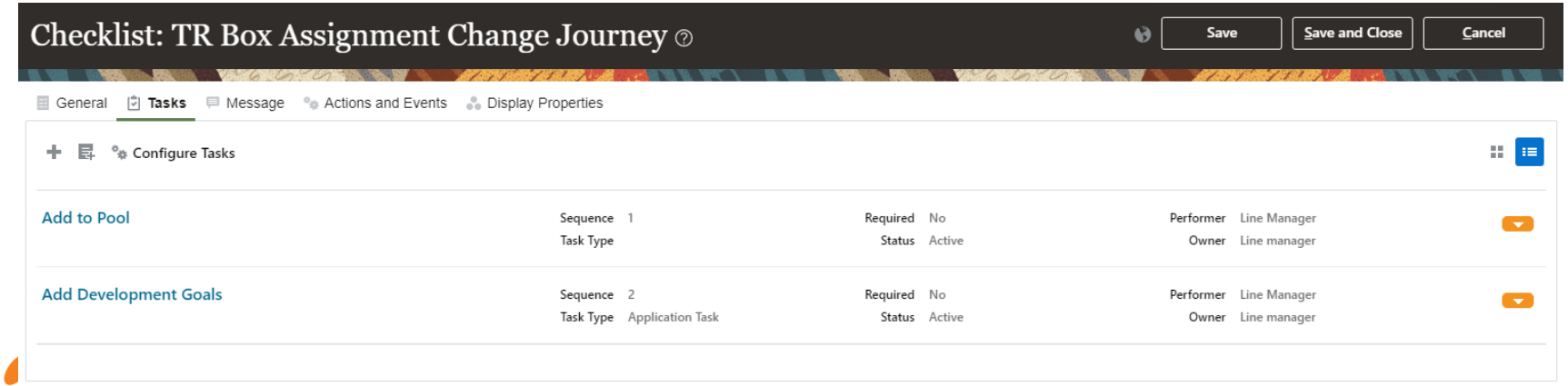
Improves user experience with additional date feature

Talent review box assignment journey event

Details:

Enhance the Journeys experience by configuring the Box Assignment event which can trigger a journey when an employee's talent review box assignment has changed according to your configuration.





Impact Analysis

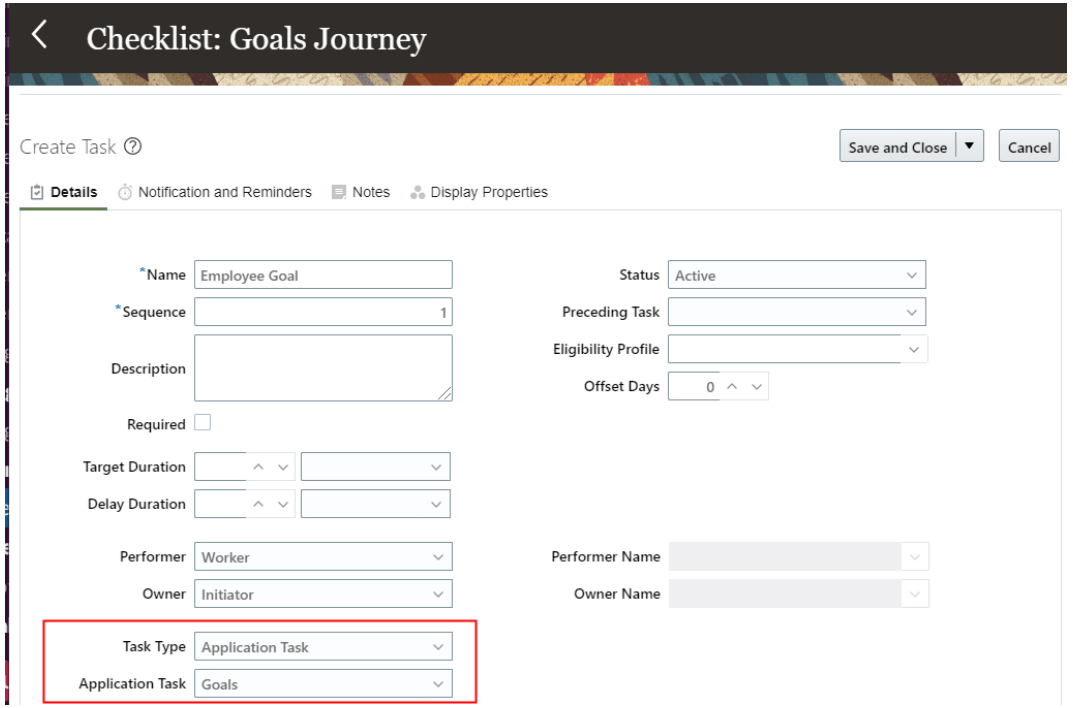
Impact Level	Medium
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes

Goal management triggers for journeys

Details:

Build Journeys with defined triggers for performance goals. Administrators can do this using these goal tasks:

My Goals
My Team Goals
Request Feedback on an employee's goal



Business Benefit:

Easier and more Intuitive

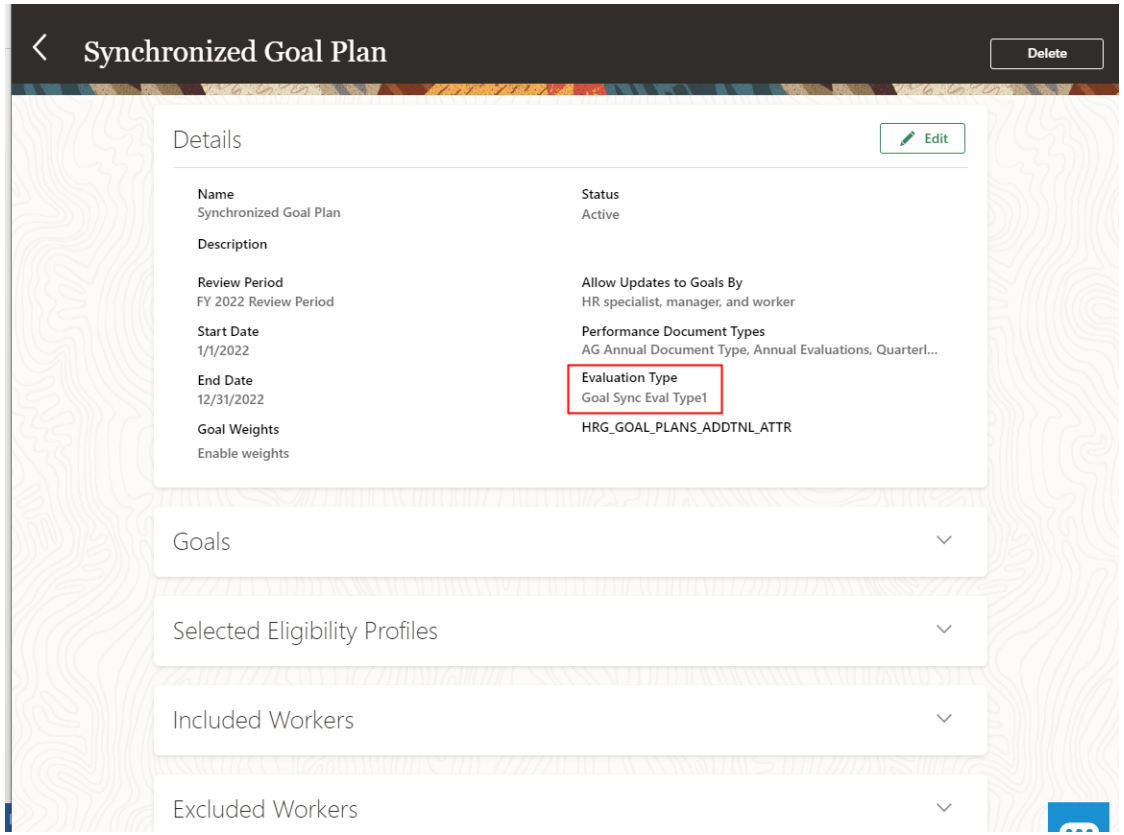
Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	No
Quick Win	Yes

Evaluation type attribute in goal plan

Details:

Take advantage of the new Evaluation Type attribute of goal plans to synchronize performance goals in Goal Management with those included in performance documents. When users create a performance document, goal plans that have the same evaluation type as that defined in the performance template are automatically added as evaluation topics.



Impact Analysis

Impact level	Medium
Need to enable	Yes
Configuration	No
Quick win	Yes

Business Benefit:

Business Enhancement

Automate synchronized goals in performance documents

Details:

Automate the synchronization of the list of goals in performance documents. With this feature, the active performance and development goals created after the initial creation of the performance document are automatically added to in progress performance documents. No need for the employee or manager to manually update it. You can still exclude goals from ratings and comments, you just have to mark them as not ready to evaluate, rather than removing them from the performance document.

Impact Analysis

Impact Level	Medium
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes

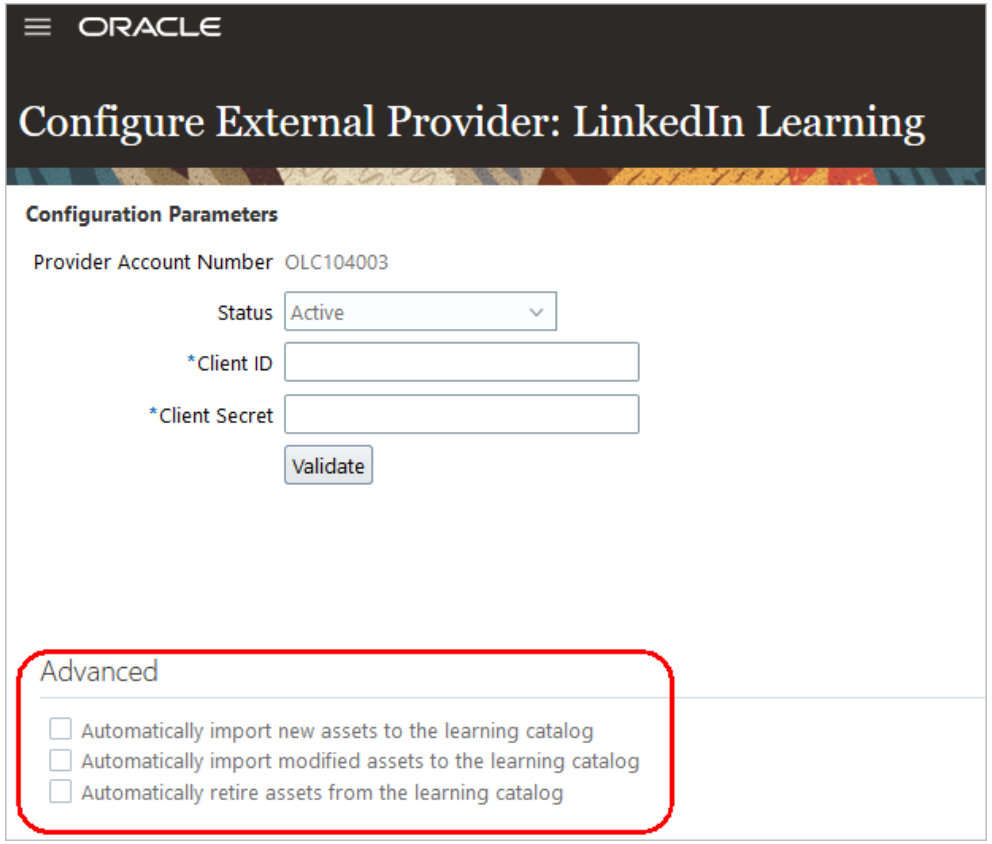
Business Benefit:

Business Enhancement

Automate linkedin and skillsoft catalog update

Details:

Automate the synchronization of LinkedIn or Skillsoft courses so that your learners always have the latest updates published by these content providers.



Impact Analysis

Impact Level	Medium
Need to Enable	Yes
Configuration	No
Quick Win	Yes

Business Benefit:

Business Enhancement

Succession alerts on role change effective date

Details:

Receive succession alerts regarding candidate or incumbent role changes in Global HR Employment on the day the role changes take effect. Prior to this release, the alerts were sent as soon as the role change was entered in the employee's employment record.

SUCCESSION REPLACED OR REMOVED FEATURES

From time to time, Oracle replaces existing features with new features, or removes existing features.

Replaced features may be put on a path of removal, the features below will let you know what update you will have to have moved to the newer feature. As a best practice, you should move to the newer feature as soon as possible for full support and to stay up with the latest updates that the product offers.

Any feature that is removed, will have an Update in which that feature is no longer available. Please make necessary plans to move off the feature by the Update indicated, as it will no longer be available.

Impact Analysis

Impact Level	Medium
Need to Enable	Yes
Configuration	No
Quick Win	Yes

Business Benefit:

Business Enhancement

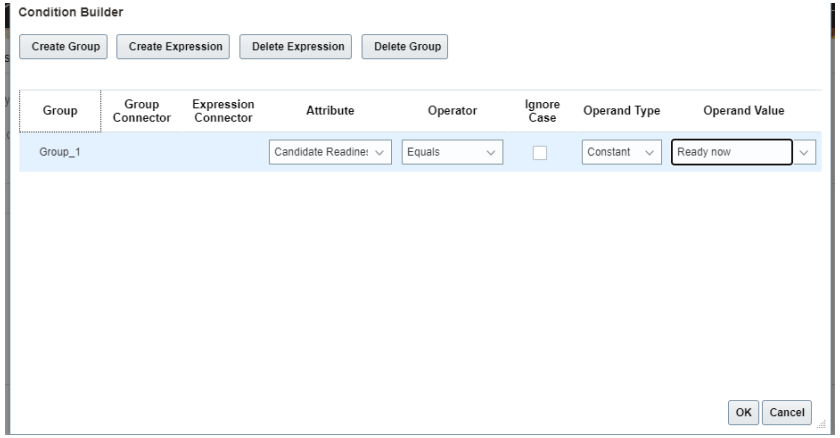
Succession readiness journey event

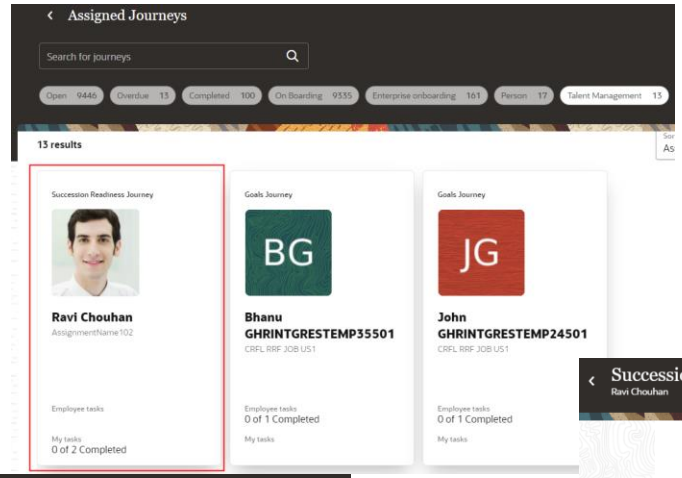
Details:

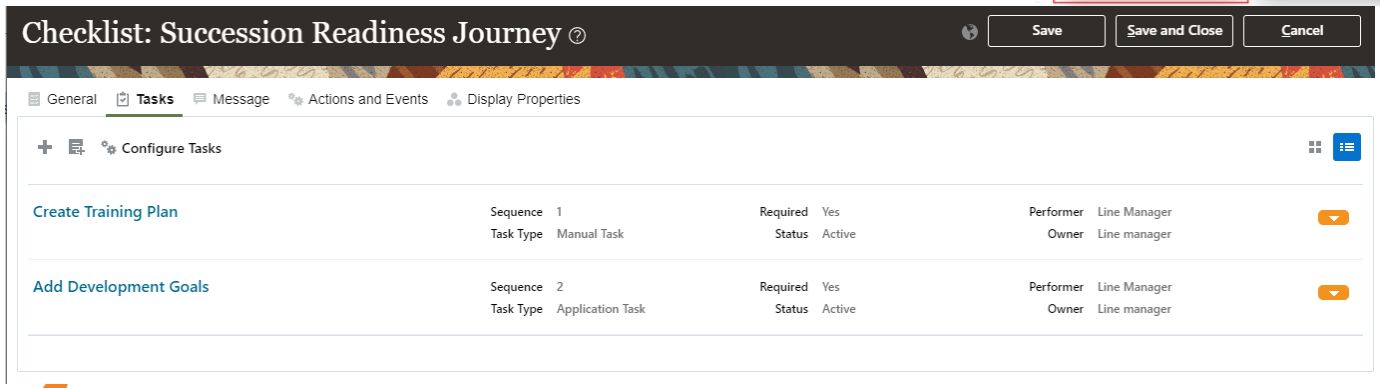
Enhance the Journeys experience by configuring the Succession Readiness event which can trigger a journey when a candidate's readiness is changed according to your configuration.

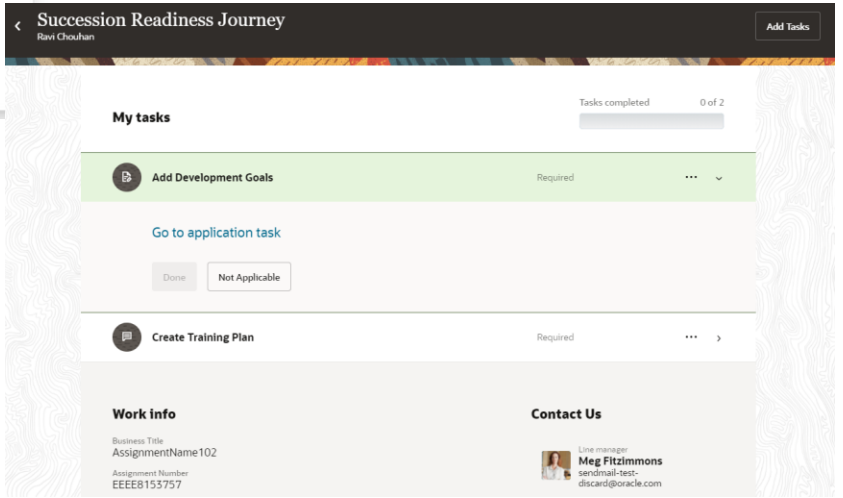
Impact Analysis

Impact Level	Medium
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes







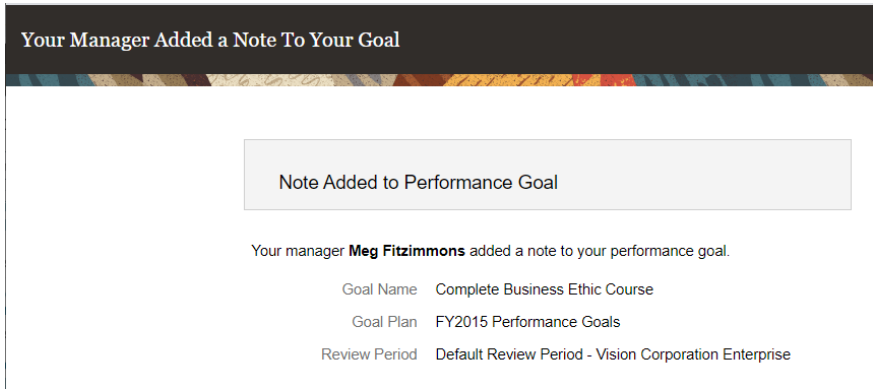


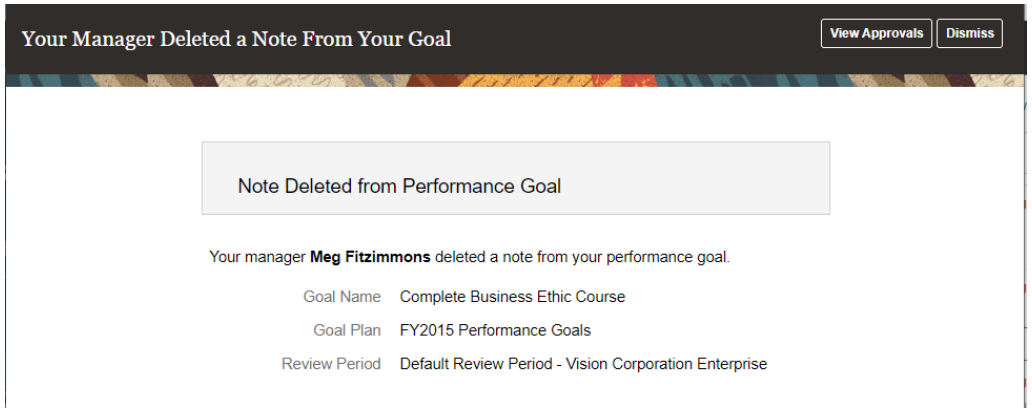
Performance goals notifications for contextual notes

Details:

Notify managers and employees when notes are added to or deleted from an employee's performance goal.

Who Receives	What Triggers
Employee	• Manager adds a note to the employee's goal • Manager deletes a note that they added from the employee's goal
Manager	• A team member adds a note to their goal • A team member deletes a note from their goal





Impact Analysis

Impact Level	Medium
Need to Enable	Yes
Configuration	No
Quick Win	Yes

Business Benefit:

Improves manager experience to keep a track on their subordinates and users can also keep a track on their changes on goals

NEW FEATURES

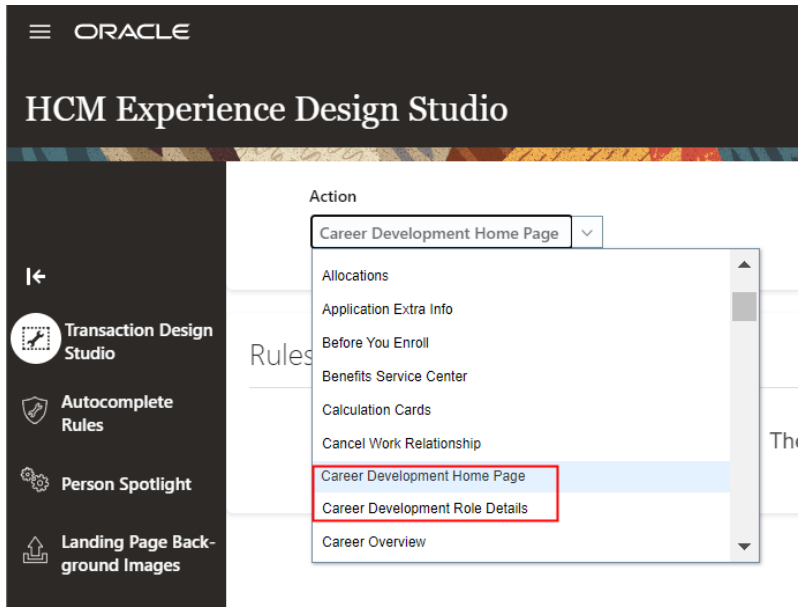
The Rest

Renamed actions for career development in hcm experience design studio

Details:

Identify and select the pages (actions) you want to personalize for Career Development in HCM Experience Design Studio using the newly renamed actions. The actions are renamed as follows:

Old Action Name	New Action Name
Career Development	Career Development Home Page
Career Development Job Profile Details	Career Development Role Details
Development Goals	Development Goal Details - Inline Mode
View Development Goal	Development Goal Details - Drill-Down Mode



Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	No

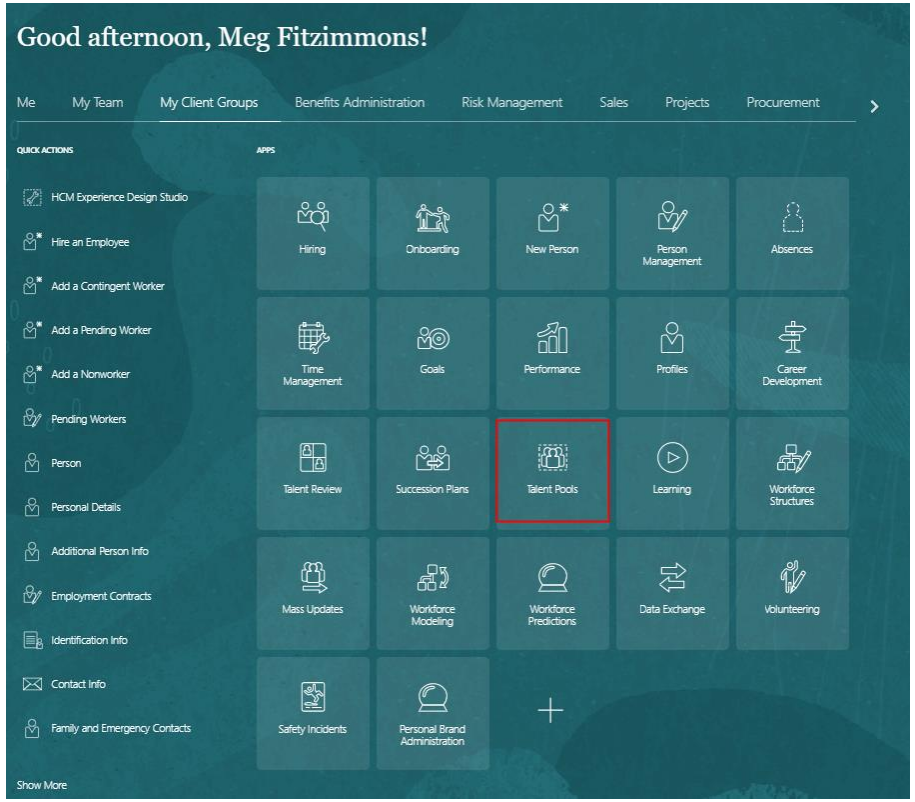
Business Benefit:

More detailed name of actions

Talent pools quick action removal

Details:

The Talent Pools Quick Action has been removed. Use the dedicated Talent Pools app under My Client Groups to access the talent pools work area.



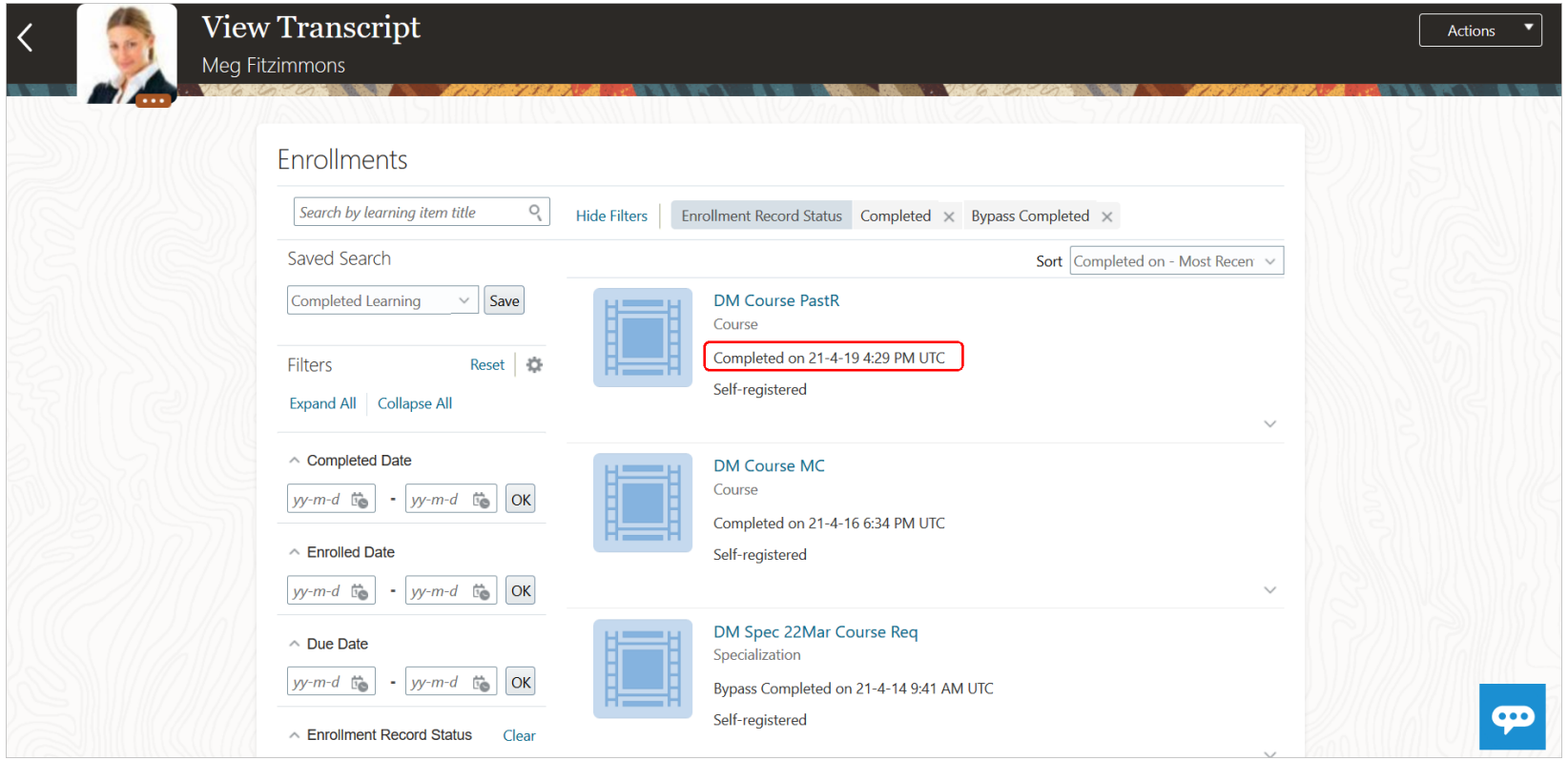
Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	No

Time of day displayed for completion dates

Details:

Take note that the completion date values shown in the learning self-service and the learning administration areas will now display the time the learning record completion occurred. The time will always be displayed in universal time (UTC). Previously, only the completion date was shown.



Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	No

Business Benefit:

Business Enhancement

Import/export support for talent review display color coding options

Details:

Add color to your reviews. The import/export feature for talent review configuration now supports the color coding configuration for risk of loss, impact of loss, and mobility display options.

Business Benefit:

Can create the talent review meeting more attractive and easy to use

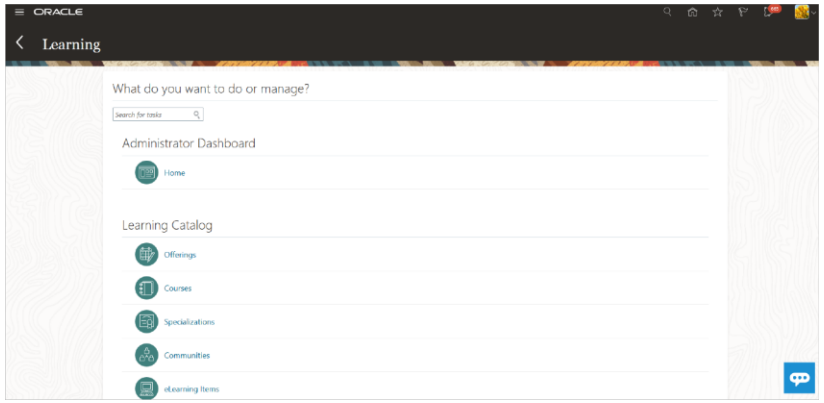
Impact Analysis

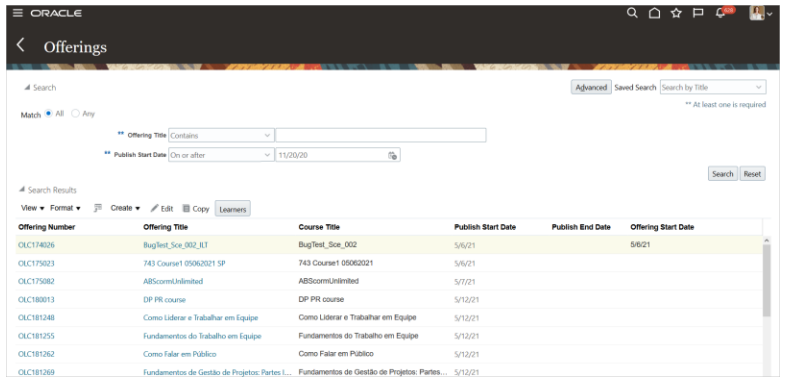
Impact level	Low
Need to enable	No
Configuration	Yes
Quick win	No

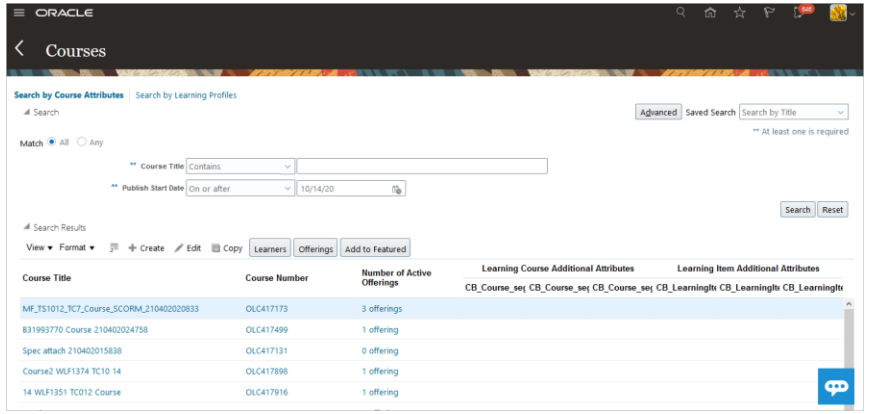
Updated learning administrator navigation and catalog search experience

Details:

Access learning administration tasks directly using new quick actions that provide you with direct access to many learning administrator tasks. In addition, the learning administrator app has been updated with a new landing page experience that is similar to the other apps in My Client Groups.







Impact Analysis

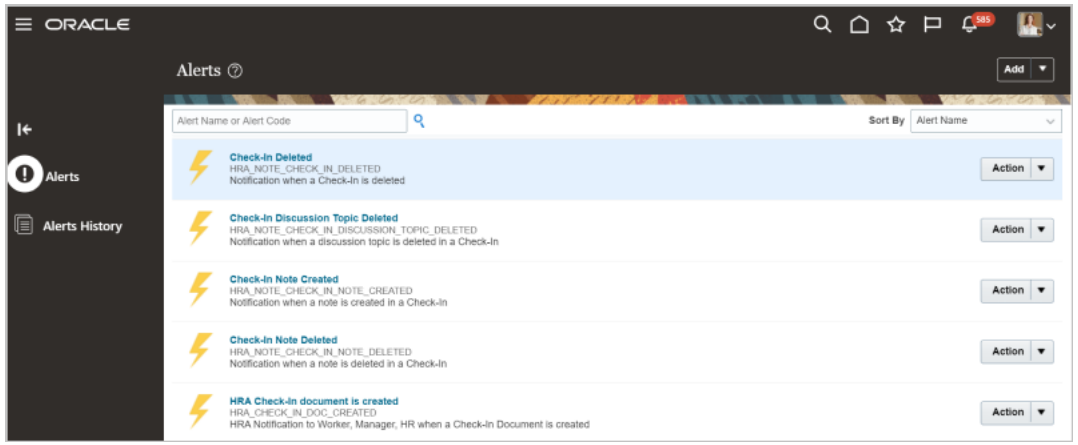
Impact Level	High
Need to enable	No
Configuration	No
Quick win	No

Notifications for check-ins

Details:

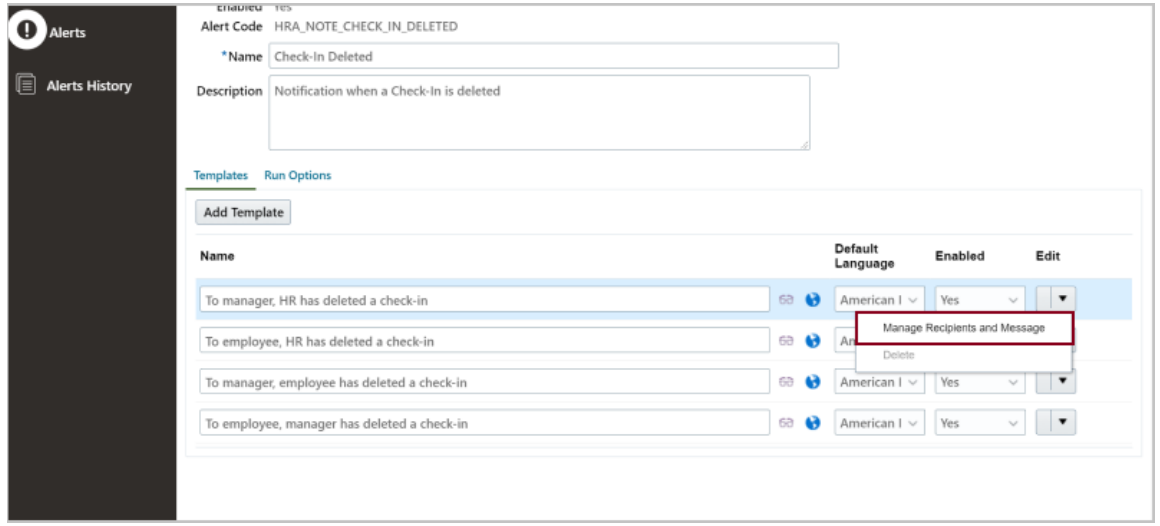
Reduce the time you spend checking the system for updates to check-ins by enabling new notifications. Here's when you can send notifications:

When you create check-in discussion topics or notes.
When you delete check-ins, discussion topics or notes.
You can view the note text directly in the notification.



Impact Analysis

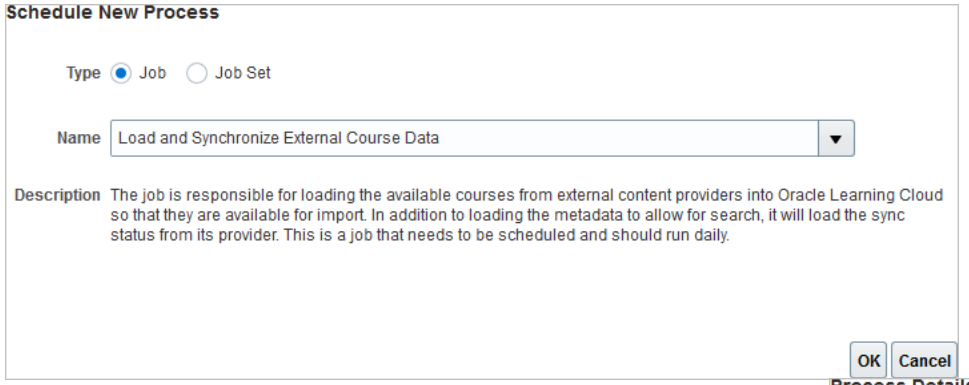
Impact level	Medium
Need to enable	Yes
Configuration	Yes
Quick win	No

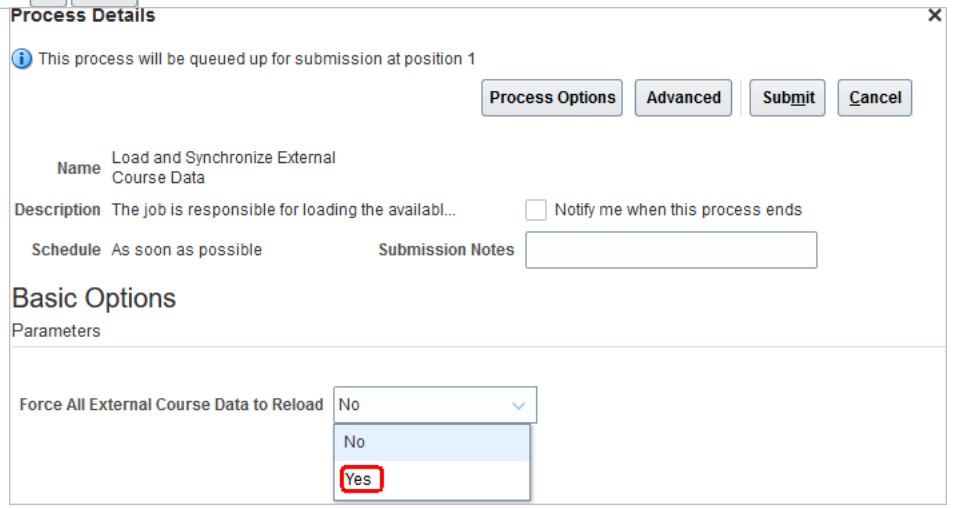


Support for skillsoft and linkedin course thumbnail images

Details:

Notice that the learner's visual experience with courses imported from LinkedIn or Skillsoft has been enhanced. The content providers' thumbnail images for each course are now added as the branding image on the courses created in Oracle Learning Cloud.





Impact Analysis

Impact level	Low
Need to enable	No
Configuration	Yes
Quick win	No

Business Benefit:

Business Enhancement

NEW FEATURES

HR Optimizations

Talent review meeting - reviewee notes availability

Details:

Enhance your reporting capabilities by reporting on talent review reviewee notes for meetings that are in draft status.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick win	Yes

Business Benefit:

Business Enhancement

Improve reporting on worker performance documents moved during a global transfer

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick win	No

Details:

Use OTBI to report on performance documents that have been moved from a worker's old assignment to their new assignment as part of a global transfer.

Business Benefit:

Business Enhancement

Requested feedback on performance goal

Details:

Enhance your reporting on performance goals with the inclusion of the reporting capability on the feedback requested for the performance goals.

Subject Area	Folder	Sub Folder (new)	Attributes
Workforce Performance - Requested Feedback Real Time	Feedback Request	Performance Goals	• Goal Identifier • Performance Goal Name

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick win	No

Business Benefit:

Business Enhancement

Evaluation type attribute in goal plan

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick win	No

Details:

Improve your reporting on performance goal plans with the addition of the attribute to report on the evaluation type.

Subject Area	Folder	Attribute(s) added
Workforce Goals - Goal Status Overview Real Time	Performance Goal Plan	• Evaluation Type • Evaluation Type Code
Workforce Goals - Goal Plan Assignments Real Time	Performance Goal Plan	• Evaluation Type • Evaluation Type Code

Business Benefit:

Business Enhancement

Notes on performance goals

Details:

Enhance your reporting on performance goals with the inclusion of the notes added against the respective performance goal.

Subject Area	Folder	Subfolder (newly added)	Attributes
Workforce Goals - Goal Status Overview Real Time	Performance Goals	Goal Notes	• Author Person Identifier • Author Person Name • Note Identifier • Notes • Notes Visibility Code • Notes Visibility • Created By • Date Created • Updated By • Date Updated

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick win	No

Business Benefit:

Business Enhancement

Learning records real time subject area enhancements

Details:

Use new instructor, classroom, and learning record attributes in the Learning Records Real time Subject Area.

Impact Analysis

Impact level	Low
Need to enable	Yes
Configuration	No
Quick win	No

Business Benefit:

Business Enhancement

Innovation

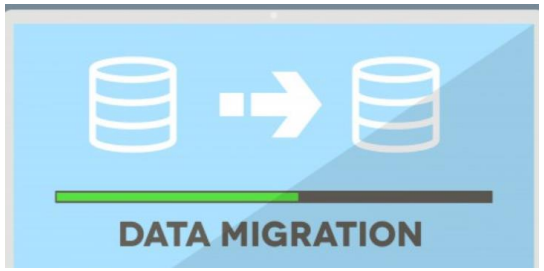
GLIDE - DATA MIGRATION AUTOMATION

Problem Statement: Large data migrations required lot of validations hence increase manual efforts.

Solution: To make Data Validation and Migration Process in an easy way.

- Evosys have developed custom cloud application which validates data as per Oracle structure before pushing Data into Oracle Cloud.
- It Has different stages to validate and migrate data.
- Automatic data split in multiple batches in case of bulk data management which in FBL or HDL, users needs to do manually.
- Can segregate errored records with user friendly message.
- Easy to deploy and connect with Oracle cloud.
- Highly secured with encrypted password and role-based access.
- No explicit hardware required.

HOW IT WORKS

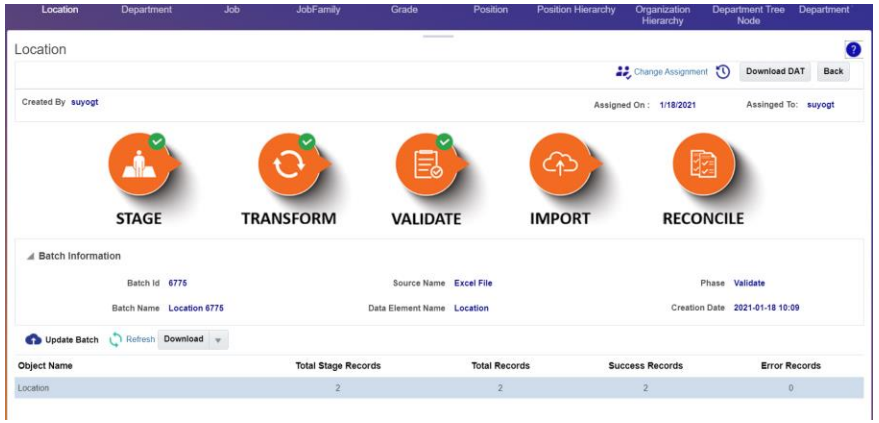


Select Objects

- Upload file transform , validate

Submit File

- Import File



Wait for the result

- System will import file in fusion
- You can work on other objects

BENEFITS AND CURRENT STATUS

- **Automation**

  Integrated Process for Data Validations, Transformations, Upload and Reconciliation.

- **Time Saving**

  Reduction in time for manually data verification

  Incremental/Multiple Iterations for transformation with ease

  Before loading you will be able to understand the possible upload problems/issues

- **Optimization**

  Opportunity to transform the data at Middle Layer rather than Source

- **Assets**

  Remove Manual intervention for Data Verification and Quality Check

Closing

Q&A

Closing Note

1. What happens next?
    1. Presentation
    2. Session Recording
2. Feedback Form
3. Speak with your Project Manager or business@evosysglobal.com
    1. for additional services around quarterly updates
    2. Learn more about Innovation
4. Next Sessions

Finance

Recording available

HR Helpdesk & ORC

Recording available

Global Human Resource

Recording available

Talent Management

Recording available

Workforce Management & Global Payroll

Register Now

Benefits & Compensation

Register Now

Supply Chain Management

Register Now

EVOSYS
is here to help you!

Evosys
A Mastek Company

It is always best to clear your doubts

Thank You!

Contact Us

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