



Cloud Enhancement &  
Managed Services

Live Webinar

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Mastek™  
Trust. Value. Velocity

# 24C - ORACLE FUSION CLOUD GLOBAL HUMAN RESOURCES

*Empowering you for the next update*



ORACLE | Partner





## **DISCLAIMER**

These advisory webinars are organized to equip you with the latest updates. The content of this session is based on the interpretation of the material and documentation that Oracle has released and is a general guideline/recommendation only.

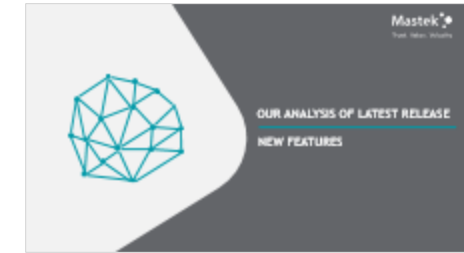
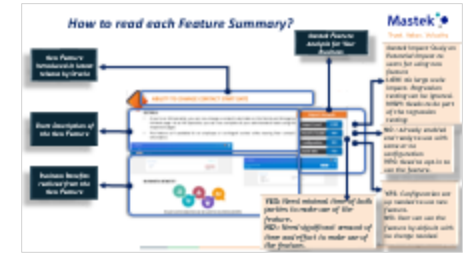
# AGENDA



Our Approach to Oracle Update

Our Analysis of Latest Release  
 - New Features  
 - Known Issues (If any)

Closing  
 - Q&A



# How to read each Feature Summary?

Mastek Feature Analysis for Your Business

New Feature Introduced in latest release by Oracle

Short Description of the New Feature

Business Benefits realized from 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

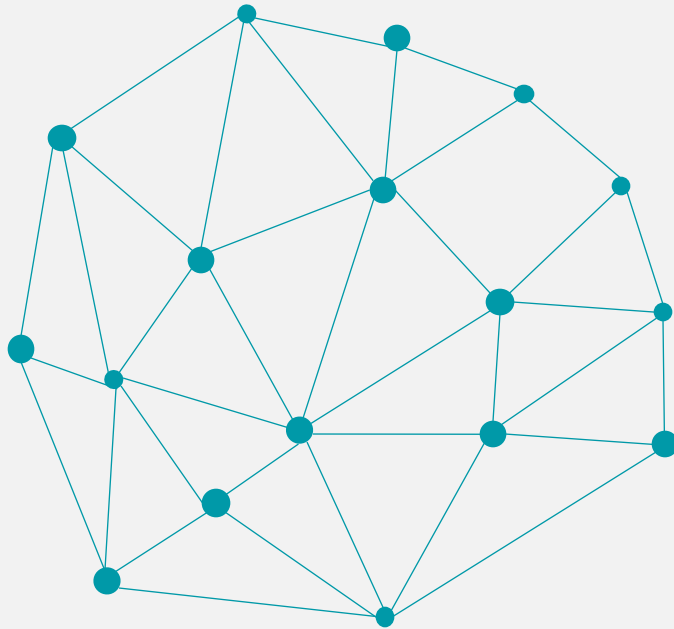
Mastek Impact Study on Potential Impact to users for using new feature  
**LOW:** No large scale impact. Regression testing can be ignored.  
**HIGH:** Needs to be part of the regression testing.

**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

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### NEW FEATURES

# Mastek

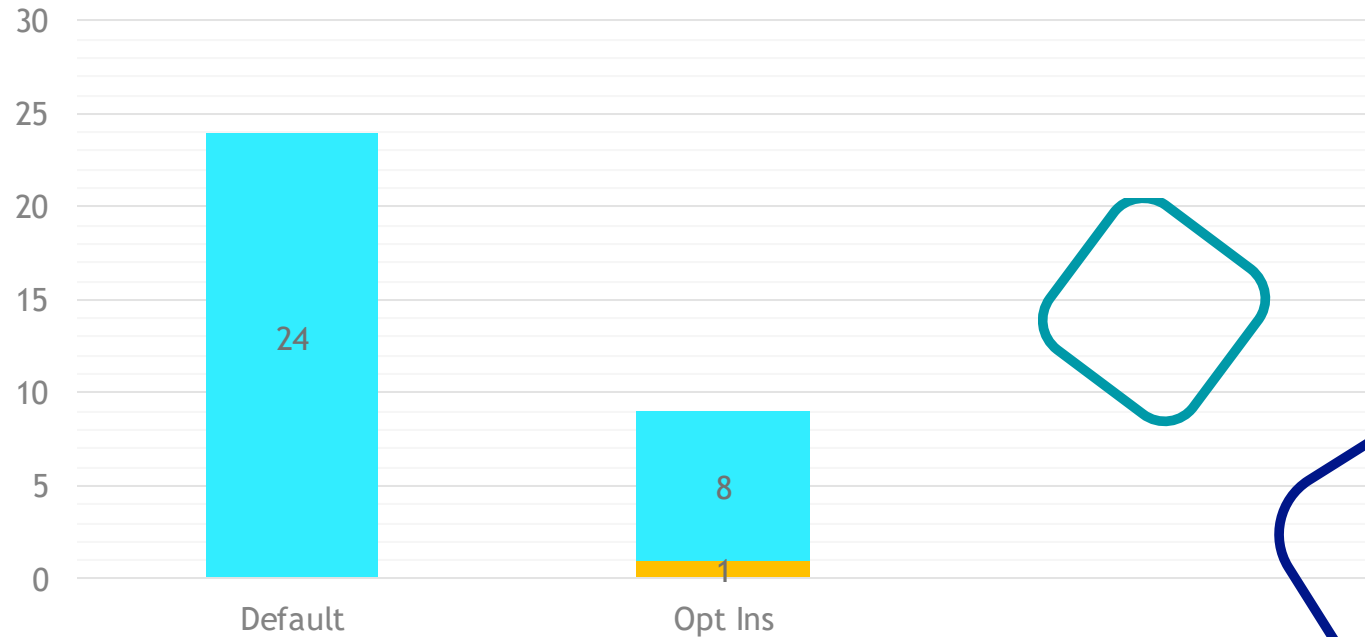
## Cloud Enhancement & Managed Services

**33**  
CORE HR New Features



### Oracle Fusion Cloud Human Resources

Rest Quick Win





**NEW FEATURES**  
Quick Wins - Default with NO Configuration



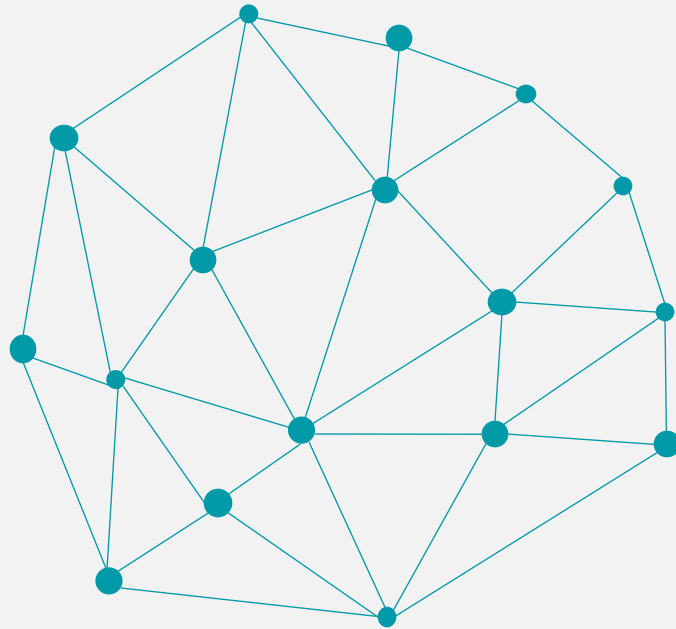
**NEW FEATURES**  
Quick Wins - Default with Configuration



**NEW FEATURES**  
Quick Wins – Opt Ins



**NEW FEATURES**  
Rest – Opt In



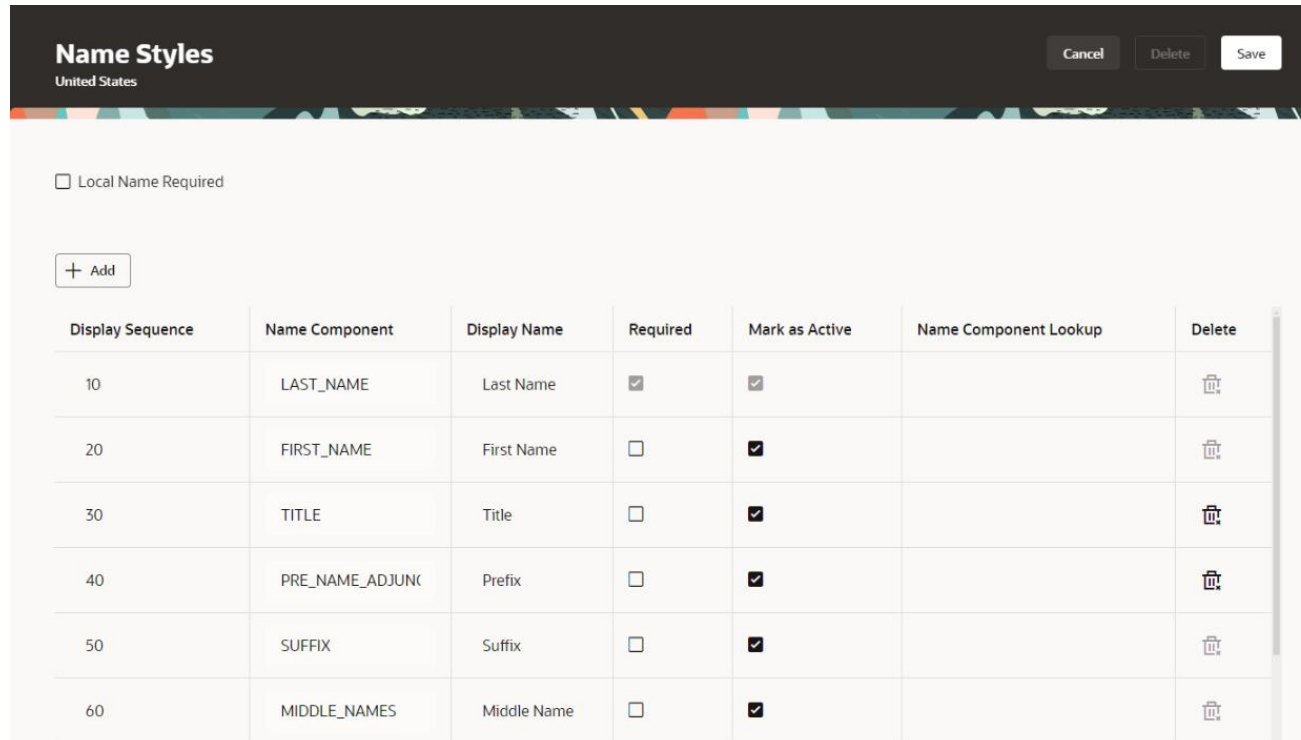
# NEW FEATURES







Quick Wins - Default with NO  
Configuration

# PERSON NAME STYLE VALIDATION HAS BEEN RELAXED

## Details:

- Additional 'mark as active' column
- When a name attribute is marked as inactive, the attribute won't be displayed on pages where a name can be managed, such as Hire an Employee, Family and Emergency Contacts, and Personal Details.
- The Last Name attribute can't be marked as inactive.



Display Sequence	Name Component	Display Name	Required	Mark as Active	Name Component Lookup	Delete
10	LAST_NAME	Last Name	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
20	FIRST_NAME	First Name	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
30	TITLE	Title	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
40	PRE_NAME_ADJUNC	Prefix	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
50	SUFFIX	Suffix	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
60	MIDDLE_NAMES	Middle Name	<input type="checkbox"/>	<input checked="" type="checkbox"/>		

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

The Oracle-delivered non-required name attributes can now be hidden to simplify the user experience.

# PREVIEW DOCUMENT RECORD ATTACHMENTS ON REDWOOD PAGES

## Details:

- You can preview the reference info attachments, and document record attachments.
- In the **New Document Record** page, click the Preview icon to preview the attachment file under Reference Info section.
- In the **Document Records** page, in the Attachments section, click the Preview icon to preview the attachment file.

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

The screenshot shows the 'Document Records' page for 'Meg Fitzimmons, AssignmentName101'. It features a search bar and filter buttons. Below, a 'Passport' record is displayed with details such as 'Last Updated Date: 5/9/24', 'Attachment Count: 1', and 'Number: A869263AK'. The 'Attachments' section at the bottom shows a file named 'Miscellaneous Passport\_Scan.pdf' (34.71 KB) with a red box highlighting the preview icon.

**Business Benefit:**  
No need to download. Just preview the attachments

# INCREASED LENGTH OF DOCUMENT RECORD ATTRIBUTES

## Details:

- Enhance the data entry capability with the increase in Document Record attributes' field sizes.
- The attributes with increased field sizes are document number, issuing location, issuing authority, and comments

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

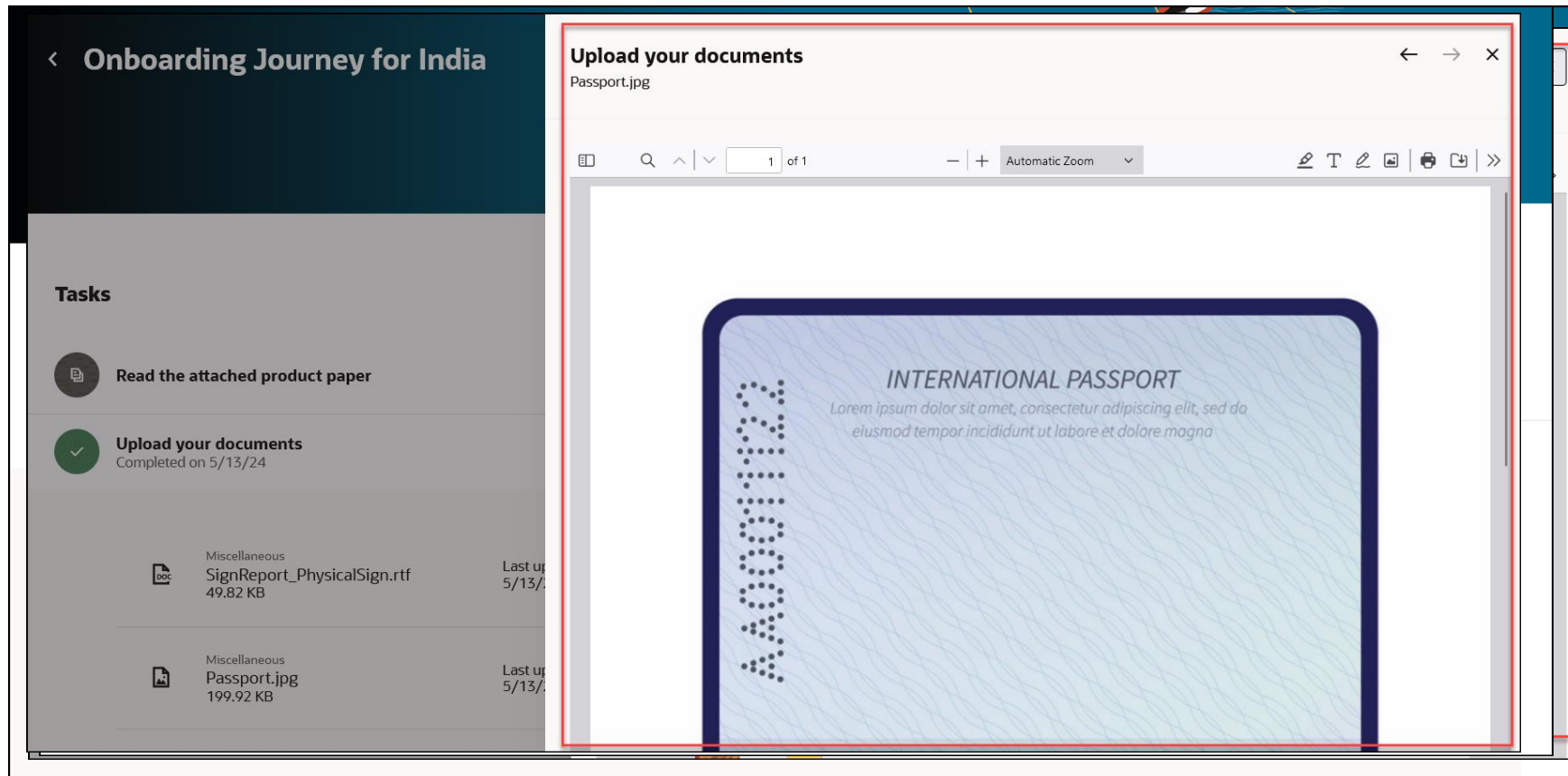
**Business Benefit:**  
More details for these attributes can be entered.

The screenshot shows a form for a 'Passport' document. The 'Type' dropdown is set to 'Passport'. The 'Country' dropdown is 'All Countries' and the 'Category' is 'Passport Information'. The 'Number' field contains '89989983' and is highlighted with a red box, with a note 'Enter 150 or fewer characters.' below it. The 'Issuing Location' field contains 'Bengaluru' and is highlighted with a red box, with a note 'Enter 100 or fewer characters.' below it. The 'Issuing Authority' field contains 'Regional Passport Office' and is highlighted with a red box, with a note 'Enter 100 or fewer characters.' below it. The 'Issuing Comments' field contains 'This passport is approved' and is highlighted with a red box, with a note 'Enter 4000 or fewer characters.' below it. Other fields include 'Name', 'From Date', 'To Date', 'Issuing Country', 'Issued On', 'DOR\_INFO' (set to 'India'), and 'Context Value'.

# PREVIEW JOURNEY TASK DOCUMENTS WITHOUT HAVING TO DOWNLOAD

## Details:

- Preview various attachments in journey tasks without downloading them to a local folder.
- We can preview the attachment in Journey Document tasks as well as the attachments in Completed journey task



## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

Users can have a quick preview of the attachments on the journey page itself and don't have to download the attachments locally to view.



# NAVIGATE TO JOURNEY ACTIVITY TAB FOR THE SELECTED JOURNEY TEMPLATE

## Details:

- You can view the journey activity details directly from the journey card on the **Explore** tab.
- On the **Activity** tab, you can view the allocation status

**Employee Feedback Survey**

Assign Actions

- Edit
- Delete
- View Activity**

**Basic info**

Name: Employee Feedback Survey Category: Survey

**Questions**

What do you enjoy most about your current role?  
Text Response Type

What areas of the company's operations could benefit from more efficient processes? (Select all that apply)  
Multiple Choice Response Type | 5 Options

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

Navigate to the Activity tab from the journey landing page.

# ENHANCED NUDGE CONFIGURATION FOR JOURNEYS

## Details:

- When configuring a nudge for journeys, you can now select the journey from the **Journey Name** list of values (LoV) and the corresponding journey task from the **Task Name** LoV

The screenshot shows the 'Nudge' configuration window. The title bar includes 'Nudge' on the left and 'Save and Close' and 'Cancel' buttons on the right. The main content area is titled 'Nudge Type' and contains several fields:

- \*Module:** A dropdown menu with 'Journeys' selected.
- \*Reason:** A dropdown menu with 'Task in journey not complete' selected.
- Description:** A text field containing 'Nudge when a specific task in an assigned journey isn't complete'.
- \*Configuration Name:** A text field containing 'Duplicate of Task in journey not complete'.
- \*Status:** A dropdown menu with 'Active' selected.
- \*Number of Days After Task Is Assigned:** An empty text field.
- \*Journey Name:** A dropdown menu with 'Onboarding Journey' selected. This field is highlighted with a red border.
- \*Task Name:** A dropdown menu with 'Sign the Confidentiality Agreement' selected. This field is also highlighted with a red border.

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

Users can readily select the pre-populated journey name and task name from the LoV instead of entering the code manually

# ENHANCEMENTS TO REDWOOD EMPLOYMENT UPDATE PROCESSES

## Details:

- Redwood employment update processes have been enhanced with these features:
  - Automatic calculation of Full Time Equivalent (FTE) and Headcount
  - Derivation of probation end date and probation period
  - Defaulting of location from department
  - Ability to add nonworkers as managers
  - Display of the remaining working hours in the Weekly working hours step
- These attributes are added in the Redwood processes to capture work hour and assignment info
  - Adjusted FTE
  - Assignment Number
  - Assignment Standard Working Hours
  - Assignment Status
  - Derived Standard Working Hour
  - Include in grade step progression
  - Notice Period
  - Primary Assignment
  - Projected End Date
  - Standard Annual Working Duration

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

Processes are simplified with the automatic defaulting capabilities and additional fields

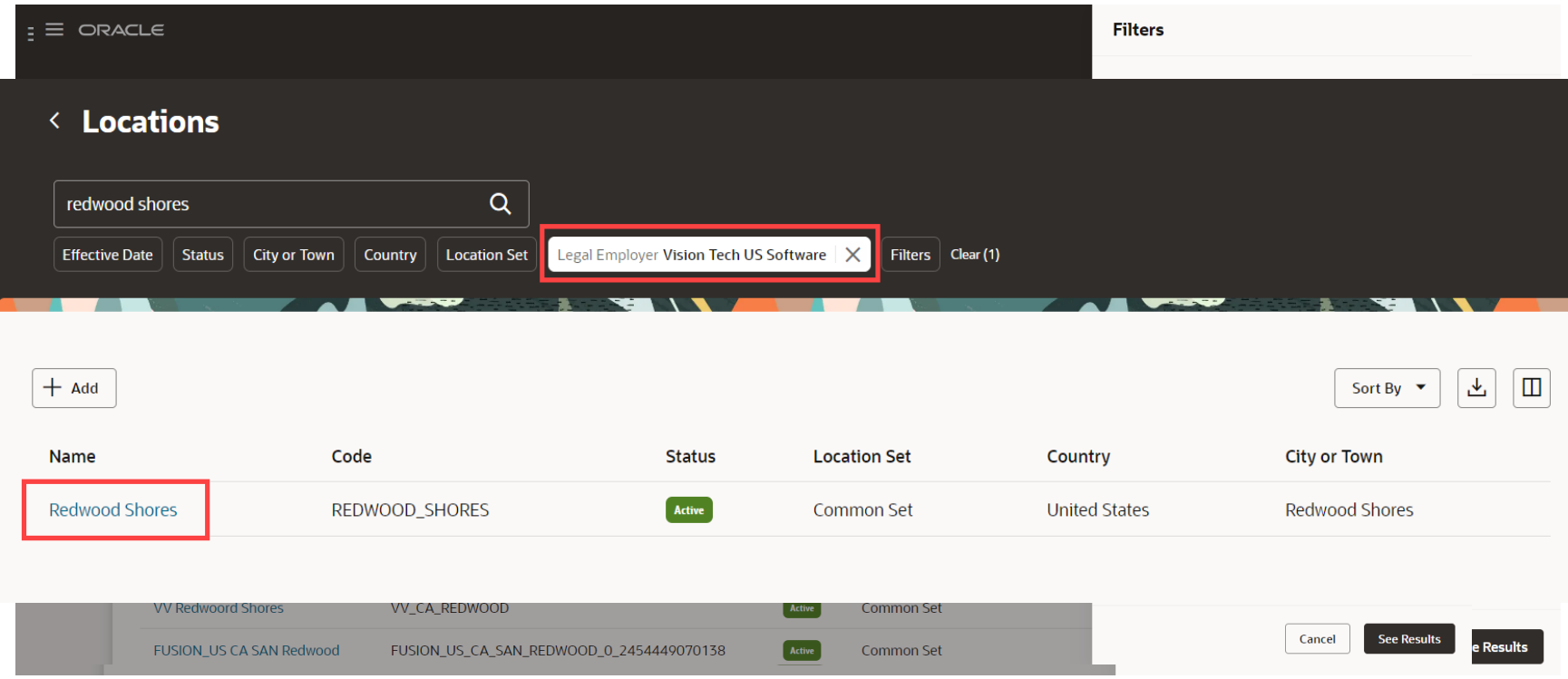
# ADDITIONAL FILTER OF LEGAL EMPLOYER ON REDWOOD LOCATIONS SEARCH PAGE

## Details:

- New filter called **Legal Employers for This Location** on the Redwood Locations search page.
- **My Client Groups > Show More >** Under the **Workforce Structures** section, click the **Locations**

### Impact Analysis

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



Name	Code	Status	Location Set	Country	City or Town
Redwood Shores	REDWOOD_SHORES	Active	Common Set	United States	Redwood Shores
VV Redwood Shores	VV_CA_REDWOOD	Active	Common Set		
FUSION_US_CA SAN Redwood	FUSION_US_CA_SAN_REDWOOD_0_2454449070138	Active	Common Set		

**Business Benefit:**  
Useful when multiple legal employers are associated with a location, and you want to view the locations only for a specific legal employer.

# SEARCH AND FILTER GRADE RATE VALUES IN REDWOOD

## GRADE RATES PAGE

### Details:

- Search and filter the grade rate values on the redwood grade rate pages

**High-Volume Grade Rate** [Cancel] [Submit]

**Basic details**

Effective Start Date: 01-01-24 | Effective End Date: | Action Reason: |

Name: High-Volume | Status: Active | Legislative Data Group: Vision Corporation US LDG | Name: High-Volume Grade Rate

Annualization Factor: 12.00 | Rate Type: Salary | Frequency: Monthly | Annualization Factor: 12.00

Currency: USD | hdlglobal | RATES\_DFF

Grade 1 | Context: |

111 Items

Grade Name | Drag and Drop | URL | Add URL

**Grade rate values**

Search by grade name or grade code

Grade Name: Grade 525 | Grade Code: | Grade Set: | Clear (1)

1 item | + Add

Grade Name	Grade Code	Grade Set	Minimum	Maximum	Midpoint	Value	Action
Grade 525	VOLGRDRT_525	Common Set	\$3,000.00	\$3,650.00	\$3,325.00		

### Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

### Business Benefit:

Easy to find the rate value you're looking for when the grade rate has a large number of grades

# OPEN JOB AND POSITION PROFILES PAGES FROM REDWOOD JOBS AND POSITIONS PAGES

## Details:

- Easily navigate to the job profiles and position profiles search pages directly from the Redwood Jobs and Positions pages respectively.
- **My Client Groups > Show More >** Under the **Workforce Structures** section, click the **Jobs** or **Positions**

**Marketing Analyst** [Actions] [Update]

**Job Profile**

Search by profile name, profile code, or description

Status Active [X] Job Name Marketing Analyst [X] Filters Clear (2)

+ Add Job Profile [Sort By]

Profile Code	Name	Description	Status	Action
JOB_923479040003	Marketing Analyst	Marketing Analyst	Active	...

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

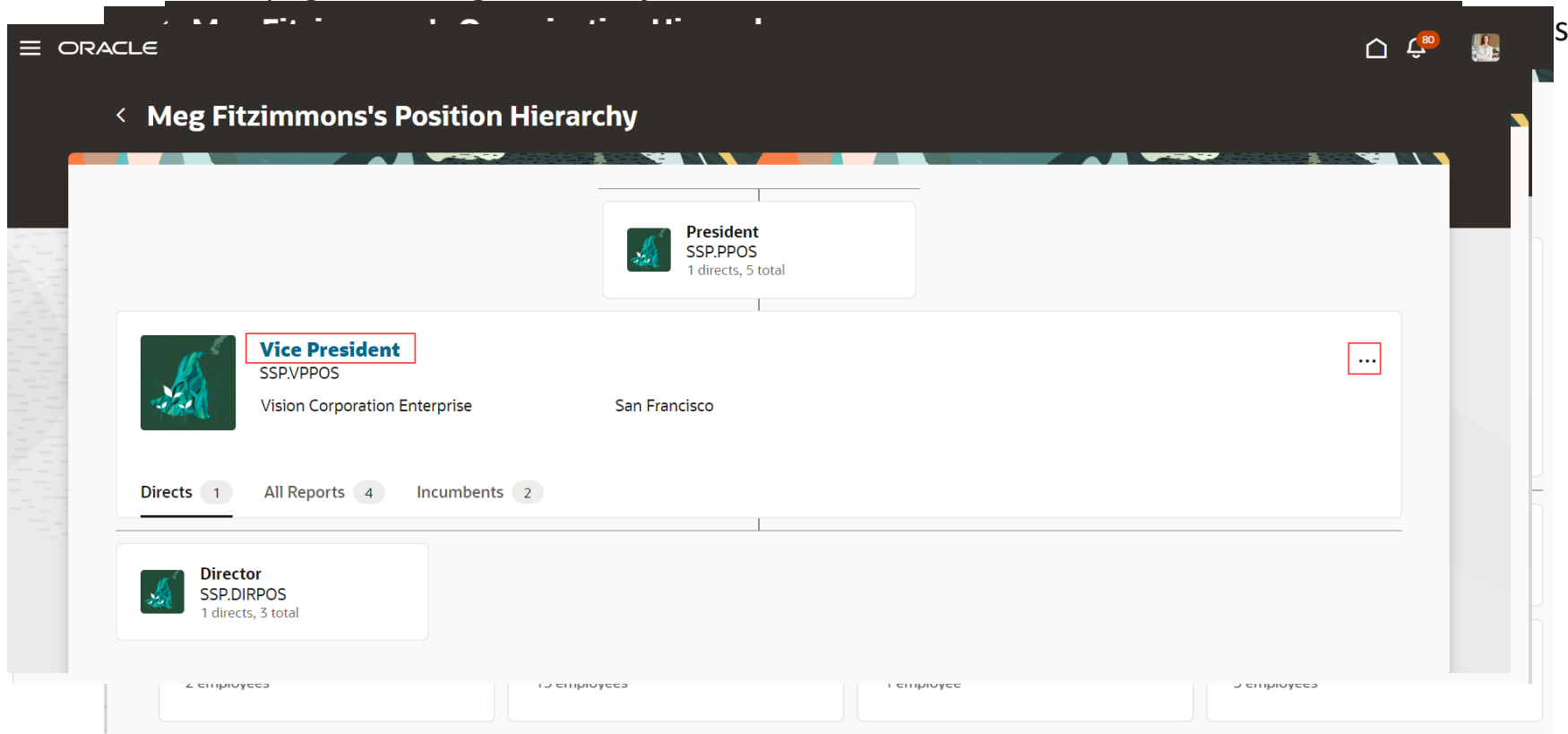
## Business Benefit:

We can easily open the job or position profiles page from within a job or position page

# IMPROVED HIERARCHY NAVIGATION FOR TEAM ACTIVITY CENTER

## Details:

- On the team activity page, we can view the organization hierarchy and position hierarchy pages that display the structure of your organization and positions in your organization in a quickly scannable way.
- On the My Team tab, Quick Actions pane, click **Team Activity Center**. On the Team Activity Center page, the **Org Hierarchy** button is available on the Workers view and the **Position**



## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

The new pages offer enhanced, easier, and quickly scannable structure of the organization and position hierarchy.

# FAMILY AND EMERGENCY CONTACTS REGION SUPPORTED AS EMBEDDED APPLICATION TASK IN JOURNEYS

## Details:

- Easier to enter the family and emergency details in a journey using Embedded Application task.

Task: Update your family and emergency contacts ?

**Update your family and emergency contacts** Required

+ My contacts

**Ravi Kapoor**  
Brother

Phone	Email	Emergency Contact Yes
Address Number 10 Civil Lines Chanakyapuri DELHI-110011 Delhi INDIA	Primary Contact No	Statutory Dependent

Done Not Applicable More Actions

Comments

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

## Business Benefit:

Faster completion of the Family and emergency contacts task with reduced clicks.



# SKILLS AND QUALIFICATIONS REGION SUPPORTED AS EMBEDDED APPLICATION TASK IN JOURNEYS

## Details:

- Easier to complete the Skills and Qualifications embedded application task with reduced navigation by using specific sections under the task region embedded in a journey.
- Example – the accomplishments and certifications are created directly within the Journey task

**Update your certification details**

+ Licenses and Certifications

Licenses and Certifications

License\_Custom  
Accredited Financials Analyst

Country\_Custom  
India

State\_Custom

Custom-Issue Date

Custom-Expiration Date

Issued By\_Custom

CertNo\_Custom

Custom-Original Issue Year

Renewal Date\_Custom

Last Renewal Date\_Custom

Ren In Progress\_Custom

Renewal Req\_Custom

Actual Completion Date

Status\_Custom

Verified

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

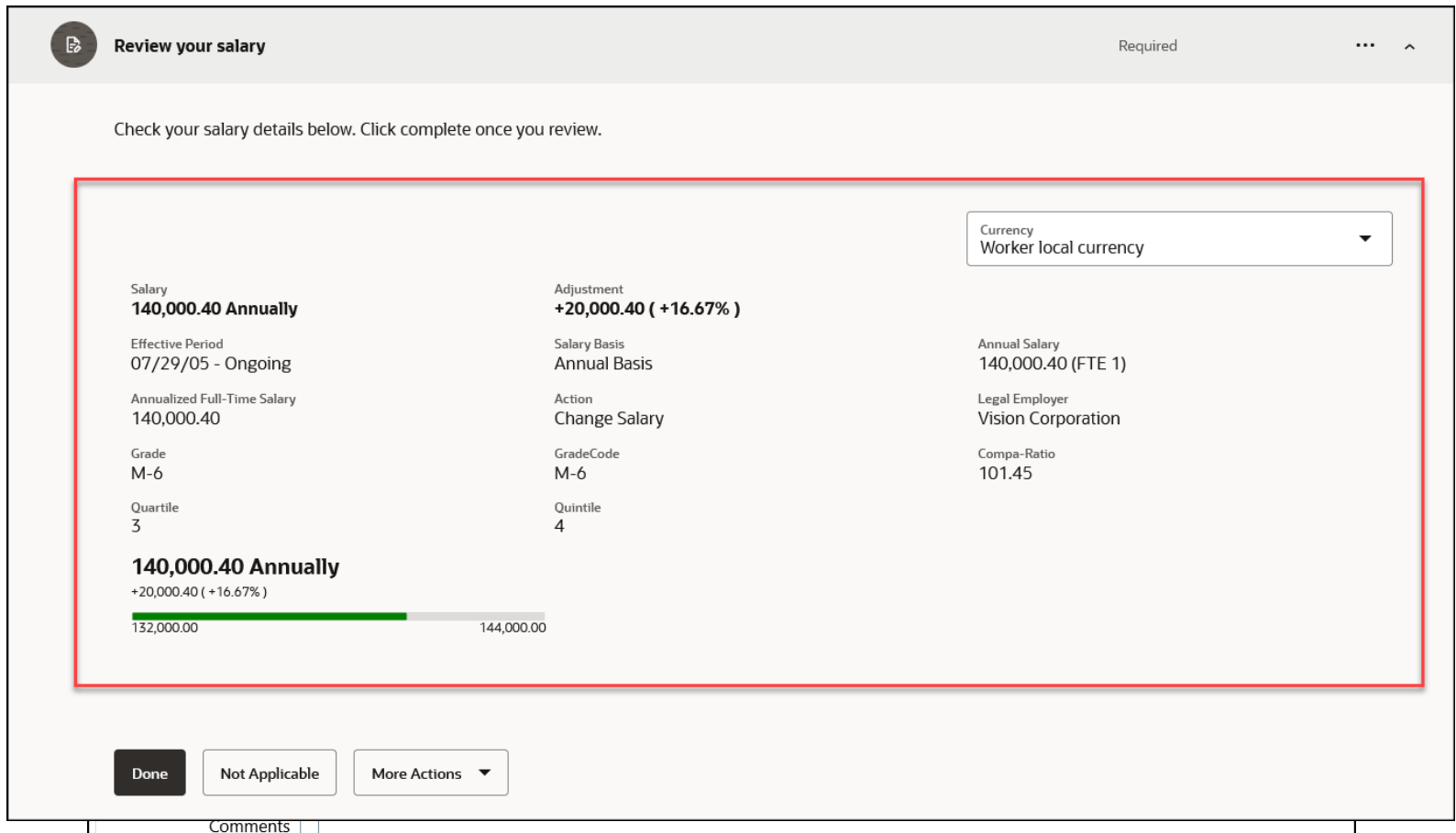
Quick Win **YES**

**Business Benefit:**  
Faster completion of the Skills and Qualifications task with reduced clicks

# COMPENSATION INFO FRAGMENTS SUPPORTED AS EMBEDDED APPLICATION TASKS IN JOURNEYS

## Details:

- Easier to complete compensation-related tasks by using the **Embedded Application Task**.
- Example - Configuring the salary in the Embedded application task

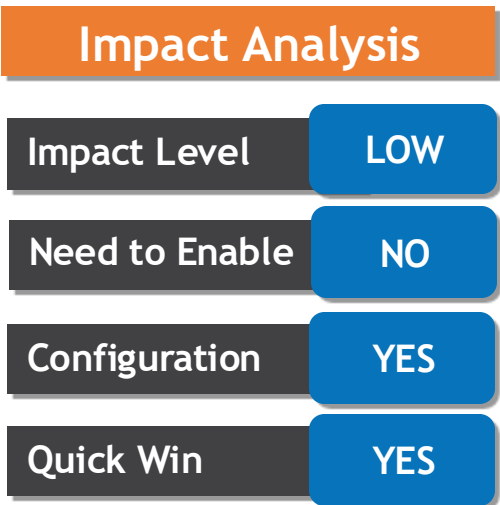


The screenshot shows a 'Review your salary' application task. The interface includes a title bar with a back icon, the title 'Review your salary', and a 'Required' status. Below the title bar is a instruction: 'Check your salary details below. Click complete once you review.' The main content area is enclosed in a red border and contains the following details:

Salary <b>140,000.40 Annually</b>	Adjustment <b>+20,000.40 ( +16.67% )</b>	Currency Worker local currency
Effective Period 07/29/05 - Ongoing	Salary Basis Annual Basis	Annual Salary 140,000.40 (FTE 1)
Annualized Full-Time Salary 140,000.40	Action Change Salary	Legal Employer Vision Corporation
Grade M-6	GradeCode M-6	Compa-Ratio 101.45
Quartile 3	Quintile 4	

At the bottom of the red-bordered area, there is a summary: **140,000.40 Annually** with a sub-total of **+20,000.40 ( +16.67% )**. Below this is a horizontal bar chart showing a range from 132,000.00 to 144,000.00, with a green bar indicating the current value.

Below the red-bordered area are three buttons: 'Done', 'Not Applicable', and 'More Actions' with a dropdown arrow. At the very bottom, there is a 'Comments' field with a text input and a submit icon.



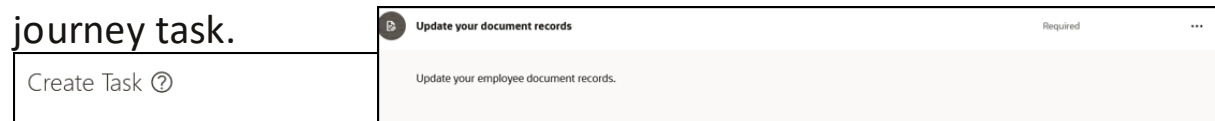
Impact Analysis	
Impact Level	LOW
Need to Enable	NO
Configuration	YES
Quick Win	YES

**Business Benefit:**  
Faster completion of compensation-related tasks with reduced clicks within journeys.

# ENHANCED DOCUMENT RECORDS EMBEDDED APPLICATION TASK IN JOURNEYS

## Details:

- Enhanced embedded document records task so that document records you submit from the embedded application task in Journeys will be routed for approvals(if approval is configured).
- You can now view document records that are pending approval directly from the embedded journey task.



## Impact Analysis

Impact Level **HIGH**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

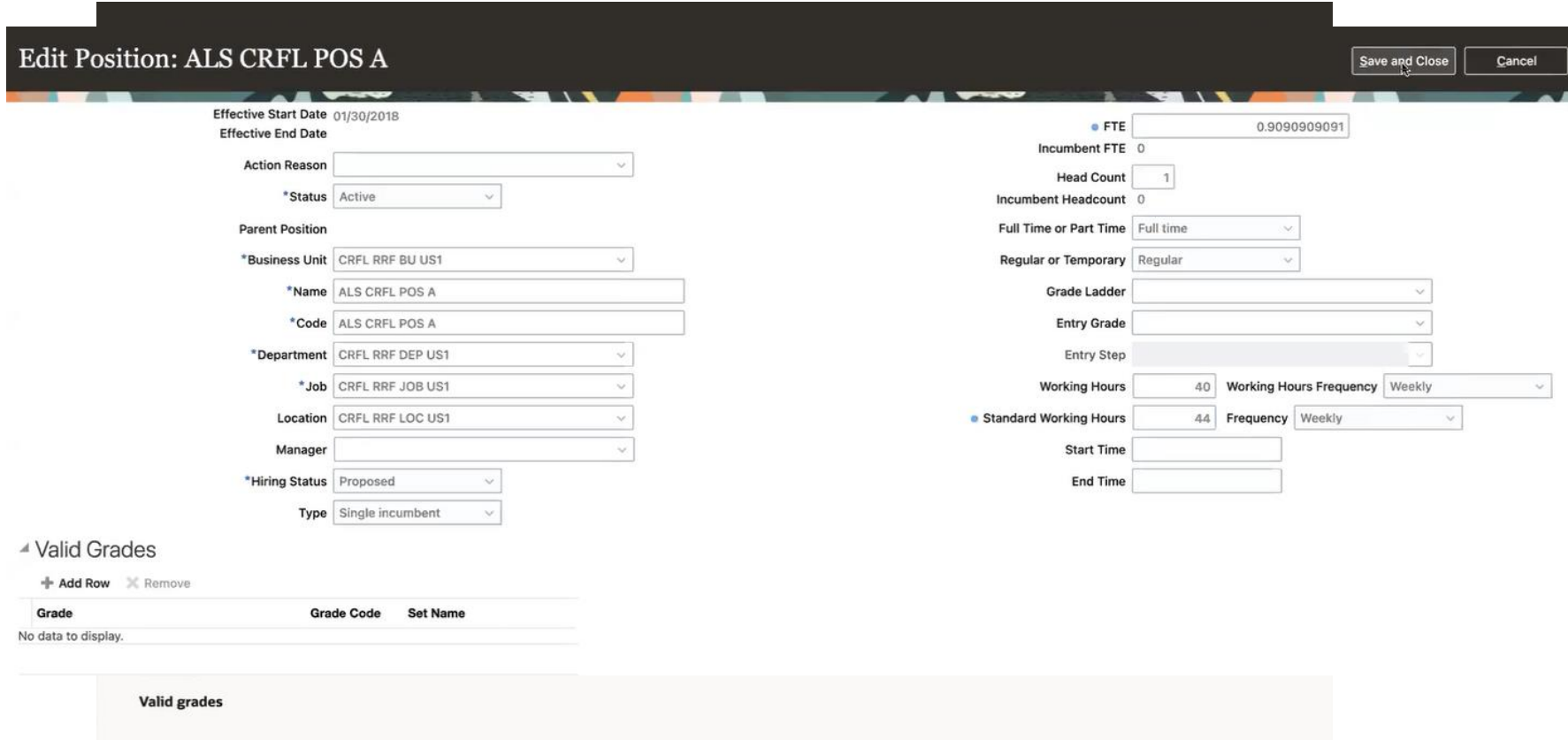
## Business Benefit:

View document records that are pending approval directly from the embedded journey task with reduced clicks.

# OPEN HCM POSITION HIERARCHY FROM REDWOOD POSITIONS

## Details:

- We can access the existing HCM Position Hierarchy from the Redwood Positions read-only page.
- **My Client Groups > Show More >** Under the **Workforce Structures** section, click the **Positions**



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

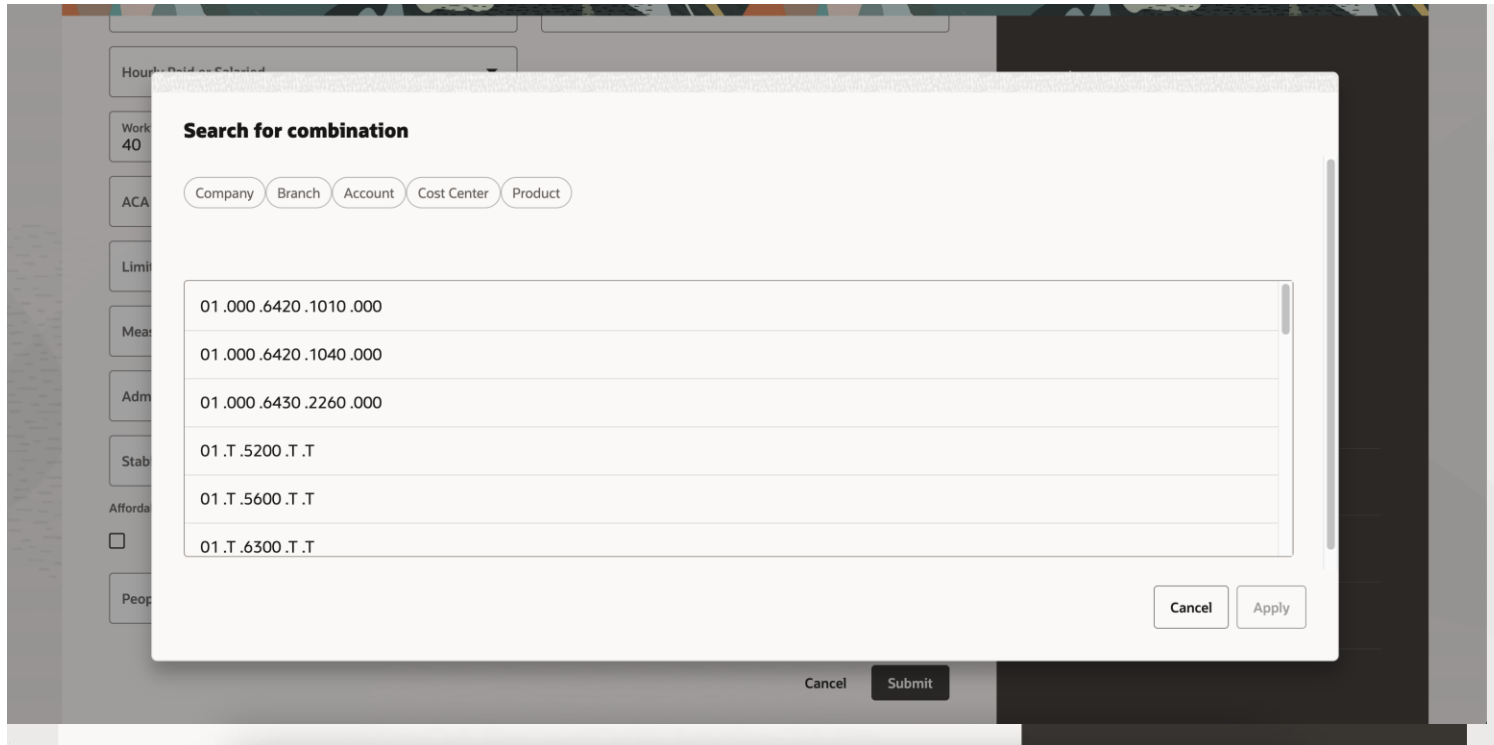
**Business Benefit:**  
We can open and edit the HCM position hierarchy from the redwood positions page

# DEFAULT EXPENSE ACCOUNT AND PEOPLE KEY FLEXFIELDS IN ADD PERSON FLOWS

## Details:

You can configure the People Group and Default Expense Account key flexfields (KFF) in these Redwood flows:

- Hire an Employee
- Add a Contingent Worker
- Add a Pending Worker



## Impact Analysis

Impact Level **LOW**

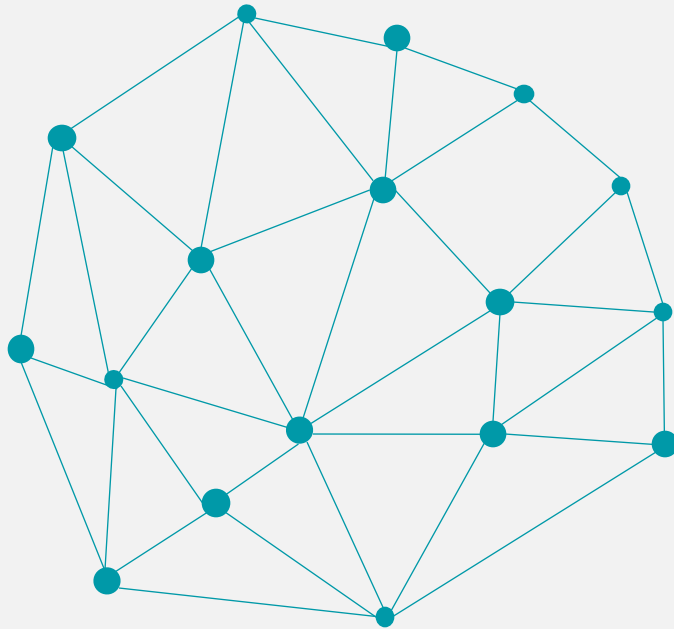
Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

Making changes to the People Group and Default Expense Account key flexfields, the updated values are displayed in the Assignment step of all processes



# NEW FEATURES

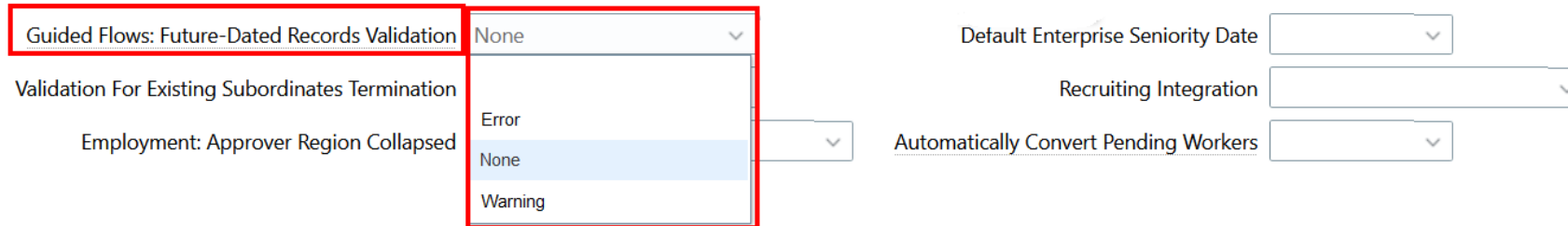
Quick wins—Default with  
configurations

# SIMPLIFIED DATA ENTRY IN REDWOOD EMPLOYMENT UPDATE PROCESSES

## Details:

- Redwood employment update processes have been enhanced with these features:
  - Parameters for descriptive flexfields (DFF)
  - Selection of effective date based on the assignment start date and end date
  - Validation of future-dated records
  - Check for future incumbents on change of position

### Employment Configuration Options



The screenshot shows a configuration form with several dropdown menus. A red box highlights the 'Guided Flows: Future-Dated Records Validation' dropdown, which is currently set to 'None'. Below it, the 'Validation For Existing Subordinates Termination' dropdown is set to 'Error'. To the right, there are three more dropdown menus: 'Default Enterprise Seniority Date', 'Recruiting Integration', and 'Automatically Convert Pending Workers'.

### Position Incumbent Validation

Apply Incumbent Validation

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

## Business Benefit:

Organizations can streamline their processes with these additional capabilities.

# HIDE URL FIELD IN REDWOOD DOCUMENT RECORDS ATTACHMENTS SECTION

## Details:

- Hide the URL field in the Redwood document record page
- By default, the **Show URL Field in Attachments Section** is enabled which means that the **URL** field will appear in the Redwood document record attachment section.
- To hide the **URL** field in the attachment section, in the Document Records page, Business Rules pane, find the **Show URL Field in the Attachments Section** and select No.

The screenshot shows the 'New Document Record' form in Redwood. The form has several input fields and dropdown menus. On the right side, there is a 'Records - List' sidebar. In this sidebar, there is a section titled 'in Attachments' with a dropdown menu. A red box highlights this dropdown menu, which is currently set to 'Y' (Yes). Below this, there is another section titled 'in Attachments' with a dropdown menu set to 'N' (No). The 'in Attachments' dropdown menu is currently set to 'Y' (Yes).

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

Hide the URL field if your organization doesn't require URL attachments



# HIDE DOWNLOAD BUTTON ON REDWOOD DOCUMENT RECORDS LIST PAGE

## Details:

- We can hide Download button on the Redwood Document Records
- By default, the Download button is displayed on the Document Records list page.
- To hide the download button on the Document Records list page, Business Rules pane, find the **Show Download Button**, then click on delete button on the Me row
- The download button will no longer appear on the document records page for self.

The screenshot displays the Redwood Document Records list page. The main content area shows a list of document records with columns for Last Updated Date, Attachment Count, and Number. The configuration pane on the right shows the 'Show Download Button' property, which is currently set to 'Show' for both 'My Team' and 'My Client Gro'.

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

Control the availability of the download button on the redwood document records page

# CONTROL THE DISPLAY OF ADD AND EDIT ICONS FOR NATIONAL IDENTIFIERS AND BIOGRAPHICAL INFO ON THE REDWOOD PERSONAL DETAILS PAGE

## Details:

- On the Redwood Personal Details page, the Biographical Info edit icon and the National Identifier add and edit icons are hidden by default for the employee when viewing their own record
- To control whether these icons are displayed to the employee, these page properties have now been introduced in the VB Studio Business Rules:
  - Show Add Icon in the National Identifiers Section on the Me > Personal Details Page
  - Show Edit Icon in the National Identifiers Section on the Me > Personal Details Page
  - Show Edit Icon in the Biographical Info Section on the Me > Personal Details Page

### Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

To use the Alerts Composer tool and run the alerts, you need these functional privileges:

To Display This Icon When Employee Views Their Own Record	Set This Page Property to true in VB Studio Business Rules	Employee Role Must Have This Privilege
National identifier Add icon	Show Add Icon in the National Identifiers Section on the Me > Personal Details Page	Manage Person National Identifier
National identifier Edit icon	Show Edit Icon in the National Identifiers Section on the Me > Personal Details Page	Manage Person National Identifier
Biographical info Edit icon	Show Edit Icon in the Biographical Info Section on the Me > Personal Details Page	Manage Person Biographical Information

### Business Benefit:

This feature enables you to expose the appropriate icons using page properties so that your employees can add or edit their national identifier information, and edit their biographical information.

# WORK PATTERN ENHANCEMENTS

## Details:

- You can now define which week in the work pattern cycle to use as the anchor while assigning a multiweek work pattern to a worker. The cycle then starts with the anchor week for that particular worker.
- You can now define shifts as nonworking weeks to use in multiweek work patterns and work pattern templates.

**Work Pattern Template**

Name: 3 Weeks Day-Night-Non Working | Type: Fixed Start and End Times

Cycles: 3 | Unit of Measure: Weeks

**Shifts**

Week	Days	Start Time	Shift Duration	Break in Minutes	Action
Week 1	Mon, Tue, Thu, Fri	7:00 AM	12h	60	✎
Week 2	Mon, Tue, Thu, Fri	7:00 PM	12h	60	✎
Week 3	Nonworking week				✎

## Impact Analysis

Impact Level **HIGH**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

## Business Benefit:

These enhancements help you define accurate work patterns for your workers.

# BUSINESS RULES SUPPORT FOR REDWOOD DOCUMENT RECORDS PAGES

## Details:

- Using business rules framework, we can personalize the Redwood document record page
- These actions are supported for fields on the Redwood Document Records pages:
  - Required or Optional
  - Read Only or Editable
  - Hidden or Visible

The screenshot shows the 'Fields and Regions' configuration window for a 'Rule1'. The interface includes a search bar for fields, regions, and rules, and tabs for 'Fields', 'Regions', and 'Rules'. Under 'Extension Rules', 'Rule1' is selected. The 'Regions and Fields' section shows a table of fields for 'Document Records' with columns for 'Required', 'Hidden', 'Read Only', and 'Value'. The 'Code' field is highlighted, and its 'Hidden' property is set to 'Visible', which is highlighted with a red box.

Field	Required	Hidden	Read Only	Value
Code	Optional	Visible	—	—
Comments	—	Hidden	Editable	—
Country	—	Hidden	Read Only	—
Created From	—	Hidden	Read Only	—
DateFrom	—	Visible	Editable	—
DateTo	—	Visible	Editable	—
Description	—	—	Read Only	—
DocumentName	—	Visible	Editable	—
DocumentNumber	—	Visible	Editable	—

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

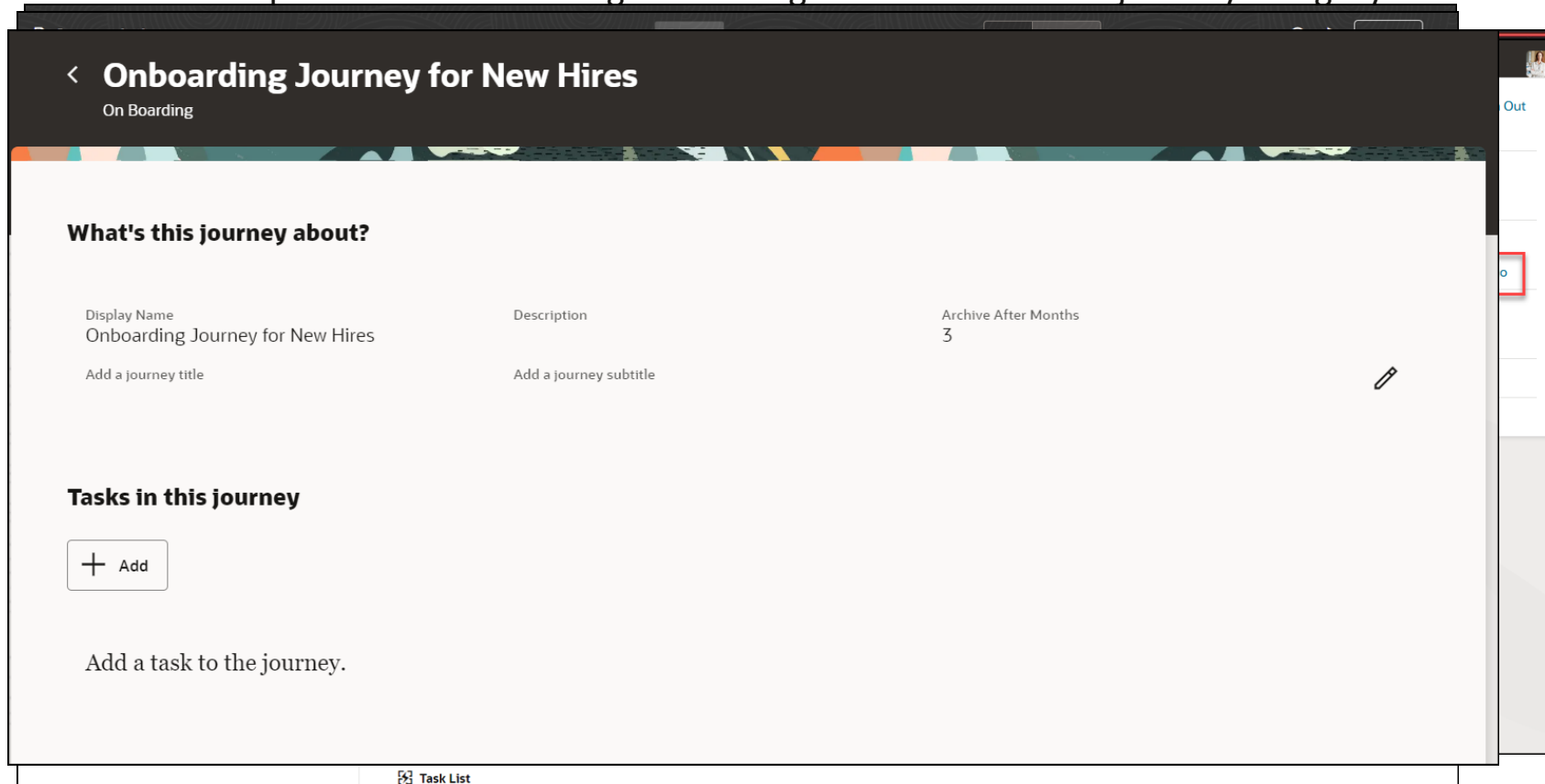
## Business Benefit:

You can customize the document records by configuring the business rules for specified document type and thus personalize the user experience

# SUPPORT FOR BUSINESS RULES WHEN CREATING JOURNEYS AND TASKS FROM EXPLORE TAB

## Details:

- Enhanced the user experience when creating journeys and tasks from the Explore tab. .
- Based on the journey category, you can configure business rules and decide which fields or sections customize in the create journey and task flows.
- Example - disable the Background Image section when the journey category is Onboarding



## Impact Analysis

Impact Level **LOW**

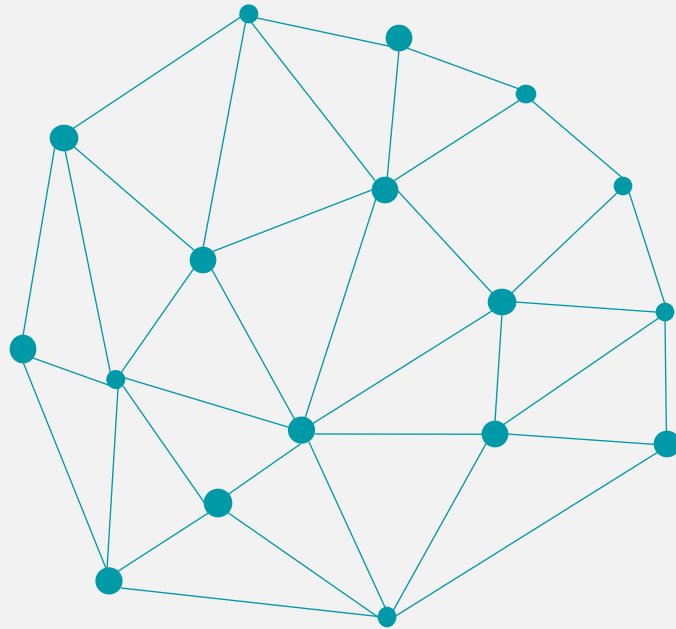
Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

Personalize the user experience for journeys by configuring the business rules for the specified journey category



# NEW FEATURES

Quick Wins –Opt in

# GENERATE REPRESENTATIVES FOR NONWORKERS

## Details:

- The nonworkers can now see their representatives through self-service
- Line Managers or HR Representatives, can also see the representatives of a nonworker

## TIPS AND CONSIDERATIONS

- To work with the generating representatives, you must enable the ORA\_PER\_AOR\_CALCULATE\_NONWORKER profile option.
- This feature applies to Responsive and Redwood UIs.
- It's not necessary to enable this feature if your organization doesn't have nonworkers as part of the workforce.

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

### Business Benefit:

The approvals and transactions are now routed for the non-workers.

# ALERTS COMPOSER - RESOURCE ALERTS PERFORMANCE

## Details:

- We can now concurrently run scheduled alerts on the same resource, in sequence, one after the other. The next alert runs only after the completion of the previous one
- To enable this feature, set the value of the profile option, **Alert Incompatibility Enabled** (Profile Code: **ORA\_HRC\_ALERT\_INCOMPATIBILITY\_ENABLED**), to Y.

Manage Administrator Profile Values ?

Save Save and Close Cancel

Search : Profile Option

Profile Option Code: ORA\_HRC\_ALERT\_INCOMPATIBILITY\_... Application: [v]  
Profile Display Name: [ ] Module: [v]  
Category: [v]

Search Reset

Search Results

Search Results : Profile Options

View [v]

Profile Option Code	Profile Display Name	Ap Module	Start Date	End Date	Description
ORA_HRC_ALERT_INCOMPATIBILITY_ENABL...	HRC: Alert Incompatibility Enabled	HC Alerts Comp...	1/1/51		Profile option for enabling/disabling the Alert Incompatibility Feature.

ORA\_HRC\_ALERT\_INCOMPATIBILITY\_ENABLED: Profile Values

Actions [v] View [v] + x [ ]

* Profile Level	Product Name	User Name	Profile Value
Site			N

## Impact Analysis

Impact Level HIGH

Need to Enable YES

Configuration NO

Quick Win YES

## Business Benefit:

Improved performance of resources that retrieve high volume of data.



# REDWOOD EXPERIENCE FOR STANDALONE GUIDED JOURNEY CONFIGURATION

## Details:

- Configure guided journeys directly by using the new **Guided Journey** quick action in the Journeys Setup area under the My Client Groups tab.
- Example – Creating Promotion journey

The screenshot displays the configuration page for a 'Promotion Journey' in the Mastek system. The page is titled 'Promotion Journey' and is marked as 'Active'. It features a navigation bar with 'Overview' and 'Security' tabs. The 'Security' tab is selected, showing 'Security Details' with an 'Enable data security' toggle set to 'Yes'. Below this, the 'Journey Template Operations' section includes an '+ Add' button and a table with columns for 'Role', 'Configure Journey', 'Status', and 'Actions'. The table contains one entry for 'Human Resource Analyst' with 'Yes' for 'Configure Journey', 'Active' for 'Status', and edit/delete icons for 'Actions'. At the bottom right, there are 'Cancel' and 'Save' buttons.

Role	Configure Journey	Status	Actions
Human Resource Analyst	Yes	Active	

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

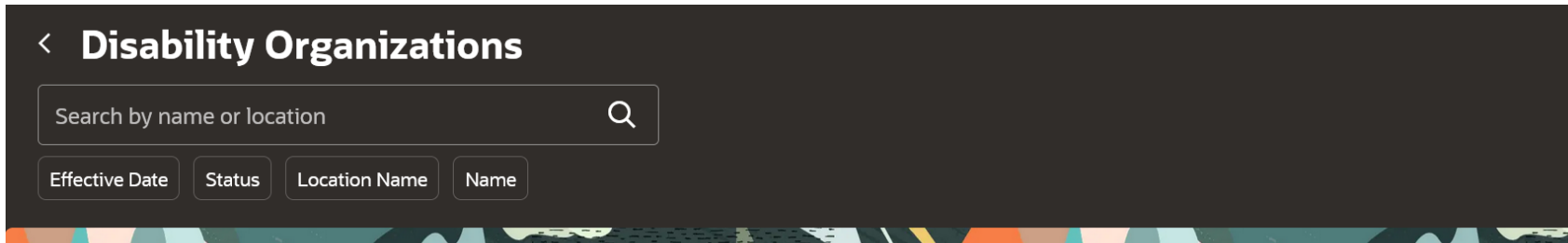
Quick Win **YES**

## Business Benefit:

Directly use the quick action to create the guided journey instead of using the Checklist Templates setup page

## Details:

- Enrich the user experience with the new Disability Organizations pages developed using the Redwood toolset.



Search for disability organizations to see matching results here.

Add Disability Organization

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

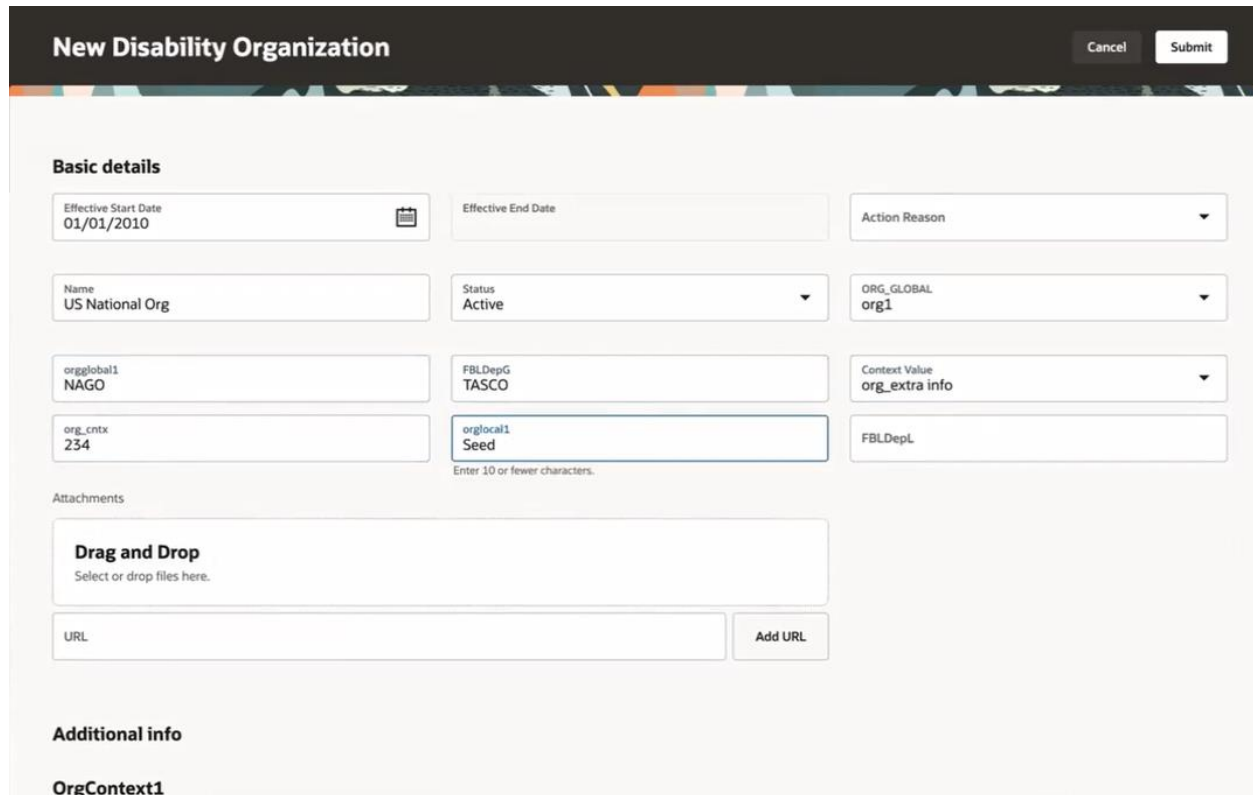
## Business Benefit:

The new pages offer fewer clicks and better performance. By using these new pages or flows, you can take advantage of the cohesiveness through the application.

## Create a Disability Organization

**My Client Groups > Show More >** Under the **Workforce Structures** section, click the **Disability Organizations** option.

On the Disability Organizations search page, click the **Add Disability Organization** button.



The screenshot shows a web form titled "New Disability Organization" with a "Cancel" and "Submit" button in the top right. The form is divided into sections: "Basic details" and "Attachments".

**Basic details**

Effective Start Date 01/01/2010	Effective End Date	Action Reason
Name US National Org	Status Active	ORG_GLOBAL org1
orgglobal1 NAGO	FBLDepG TASCO	Context Value org_extra info
org_cntx 234	orglocal1 Seed	FBLDepL

Enter 10 or fewer characters.

**Attachments**

**Drag and Drop**  
Select or drop files here.

URL

**Additional info**

OrgContext1

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

The new pages offer fewer clicks and better performance. By using these new pages or flows, you can take advantage of the cohesiveness through the application.

# REDWOOD EXPERIENCE FOR DISABILITY ORGANIZATIONS

## Update a Disability Organization

You can update an existing disability organization. On the Disability Organizations search page, search for and click the disability organization that you want to update.

Click **Update** on the read-only disability organization page.

Update the **Effective Start Date** and any other fields as required. Click **Submit**.

**National Disability Organization**

Update

Actions

- Correct
- Delete This Record

### Summary of Changes

What Changed	After	Before
No changes to display.		

### Basic details

Effective Date	Action Reason	Name
1/1/24 -	Reorganization	National Disability Organization
Status		
Active		
Attachments		

Miscellaneous <http://www.google.com>

Last updated by FUSION on 1/23/24

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

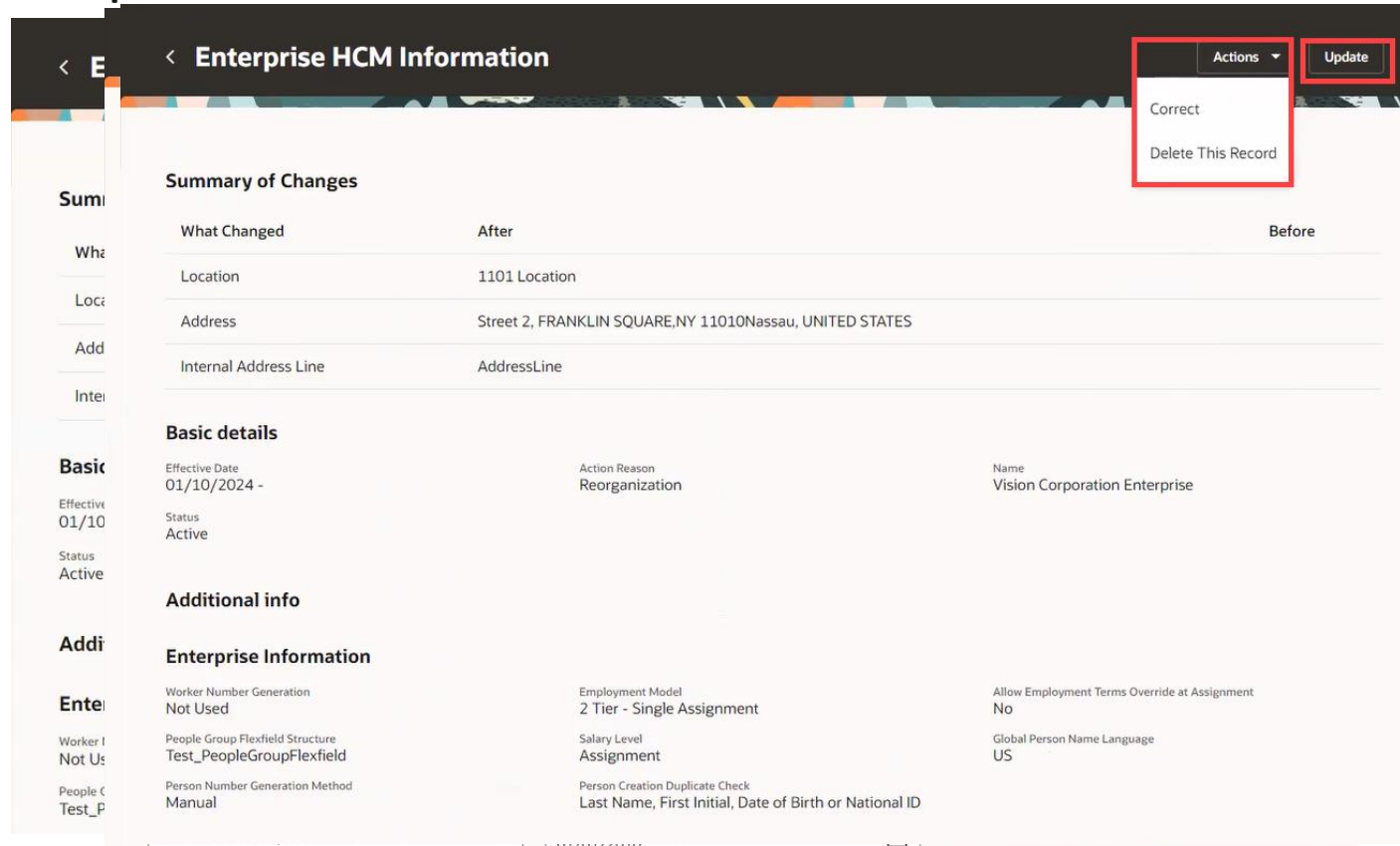
Quick Win **YES**

## Business Benefit:

The new pages offer fewer clicks and better performance. By using these new pages or flows, you can take advantage of the cohesiveness through the application.

## Details:

- Enrich the user experience with the new Enterprise HCM Information pages developed using the Redwood toolset.
- **My Client Groups > Show More >** Under the **Workforce Structures** section, click the **Enterprise HCM Information**



The screenshot shows the 'Enterprise HCM Information' page. At the top right, there is an 'Actions' dropdown menu with 'Update', 'Correct', and 'Delete This Record' options. Below this is a 'Summary of Changes' table with columns 'What Changed', 'After', and 'Before'. The table lists changes to Location, Address, and Internal Address Line. Below the table are sections for 'Basic details' and 'Additional info' (Enterprise Information).

What Changed	After	Before
Location	1101 Location	
Address	Street 2, FRANKLIN SQUARE, NY 11010 Nassau, UNITED STATES	
Internal Address Line	AddressLine	

**Basic details**

Effective Date	01/10/2024 -	Action Reason	Reorganization	Name	Vision Corporation Enterprise
Status	Active				

**Additional info**

**Enterprise Information**

Worker Number Generation	Not Used	Employment Model	2 Tier - Single Assignment	Allow Employment Terms Override at Assignment	No
People Group Flexfield Structure	Test_PeopleGroupFlexfield	Salary Level	Assignment	Global Person Name Language	US
Person Number Generation Method	Manual	Person Creation Duplicate Check	Last Name, First Initial, Date of Birth or National ID		

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

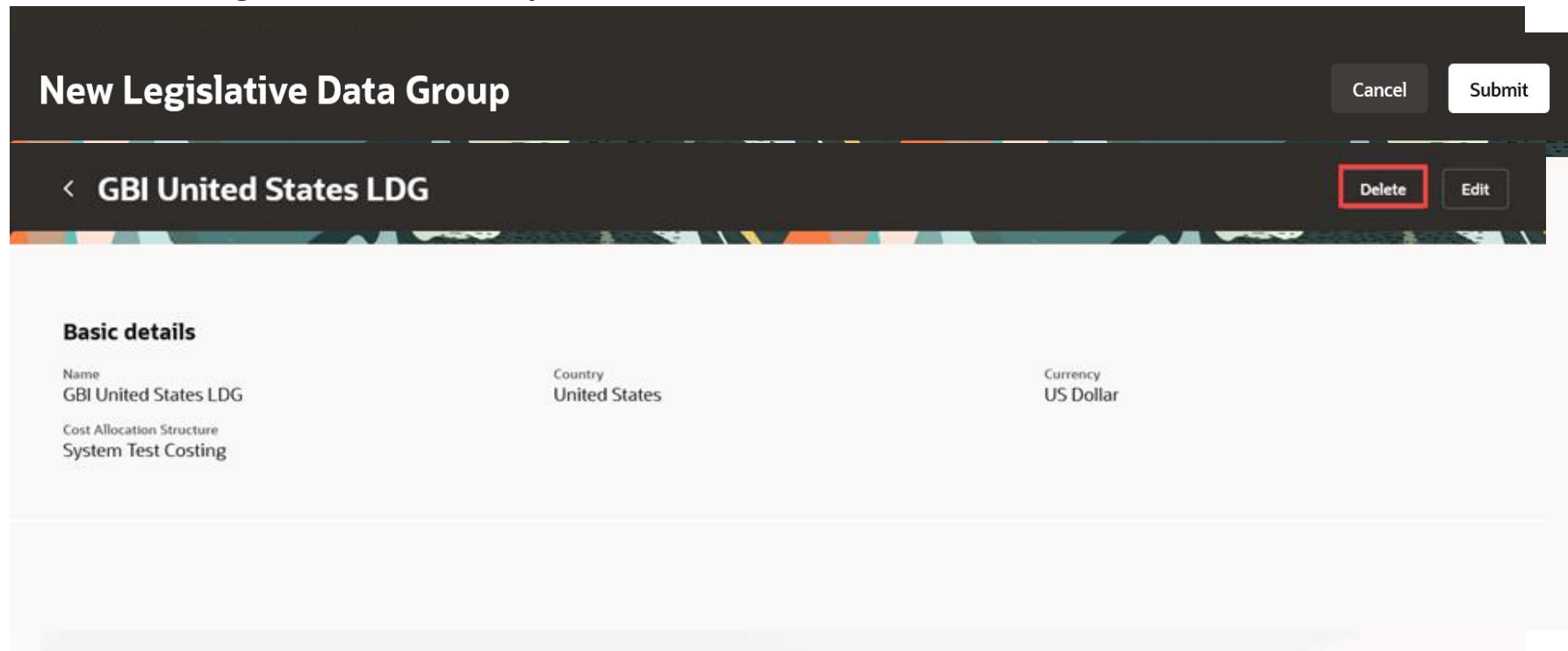
## Business Benefit:

We can update, correct, delete the records on the enterprise HCM page using fewer clicks

# REDWOOD EXPERIENCE FOR LEGISLATIVE DATA GROUPS

## Details:

- Better user experience with the new Legislative Data Groups pages developed using the Redwood toolset.
- **My Client Groups > Show More >** Under the **Workforce Structures** section, click the **Legislative Data Groups**



## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

We can create, edit, and delete a legislative data group using fewer clicks

# REDWOOD EXPERIENCE FOR CANCEL WORK RELATIONSHIP PAGE

## Details:

- Enhancements on the Redwood Cancel Work Relationship page.
  - Recording extra info while canceling a work relationship
  - Reverse terminate pending worker work relationship
  - Reassign different types of direct reports at the same time when canceling a work relationship
  - Read-only Work Relationship Info

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **NO**

Work relationship info		
Legal Employer	Worker Type	Start Date
AUTO_GHR_LE01_2TMA	Employee	5/5/24
Country - testing1	I-9 Remote	CancelWR
United States	Y	abcd
Context Value	Currency	
PPS_DF	D	

## Business Benefit:

The page offers fewer clicks and better performance. By using the new page, you can take advantage of the cohesiveness through the application

# REDWOOD EXPERIENCE FOR TERMINATE EMPLOYMENT AND RESIGN FROM EMPLOYMENT PAGES

## Details:

- New Terminate Employment and Resign from Employment pages developed using the Redwood toolset.

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**

## Business Benefit:

Fewer number of clicks and better performance. By using this new process, you can take advantage of the cohesiveness through the application.

The image shows two overlapping screenshots from the Oracle HR system. The background screenshot is the 'Terminate Employment' page, which features a search bar, filters for 'Reports' and 'Assignment Status', and a table of employees. The foreground screenshot is the 'View Termination' page for a specific employee, showing details such as termination date, action, and relationship information.

Name	Business Title
Surya ZHRRGBI-Kumar	EZHRRGBI-8
Aarav ZHRRGBI-Singh	EZHRRGBI-8
CmpAdm RJ	ZCMP Senio
Andy Anderson	E30010000
Andy Anderson	ZCMP Senio
Rafael ZCMP_CWB_Nadal	ZCMP_CWB
Serena ZCMP_CWB_Williams	ZCMP_CWB
W24 ZCMP_CWB_Nelson	ZCMP Analy
BHR-PWR_2014 BHR-PWR_2014	BHRPOS_Ap
BHR-PWR_1696 BHR-PWR_1696	BHRPOS_Mi
rpeamechaSameDate	AUTO_GHR
Jaman1 rpeamechaPWAL1	Update12

**View Termination Details:**

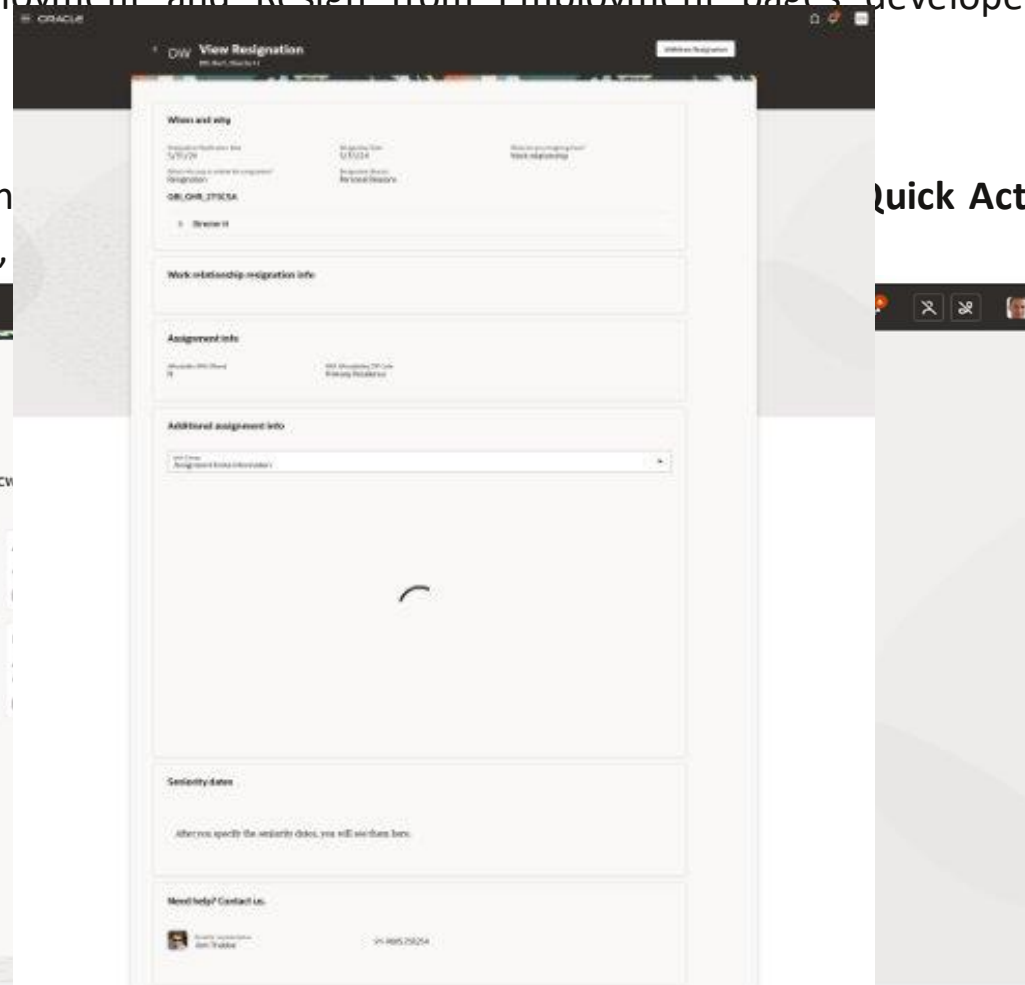
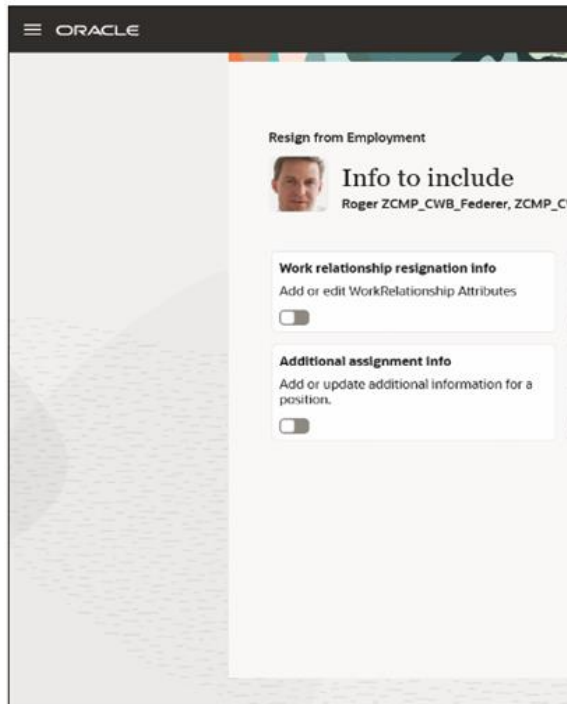
- When and why:** Termination Notification Date: 31/05/24, Termination Date: 31/05/24, Termination Action: Resignation, Termination Type: Voluntary.
- Work relationship termination info:** Revoke User Access After termination: No, Recommended for Rehire: Not Specified, Assignment Status Post Termination: Inactive - Payroll Eligible.
- Assignment info:** Affordable IRA Offered: N, HRA Affordability ZIP Code Primary Residence: N.
- Additional assignment info:** Info Group: Assignment Extra Information.
- Seniority dates:** After seniority dates are calculated, you can see them here.
- Need help? Contact us:** Benefits representative: Jeet Thakkar, 91-9885258254.



# REDWOOD EXPERIENCE FOR TERMINATE EMPLOYMENT AND RESIGN FROM EMPLOYMENT PAGES

## Details:

- New Terminate Employment and Resign from Employment pages developed using the Redwood toolset.
- You can navigate to the page under the **Me** section,



## Impact Analysis

Impact Level **LOW**

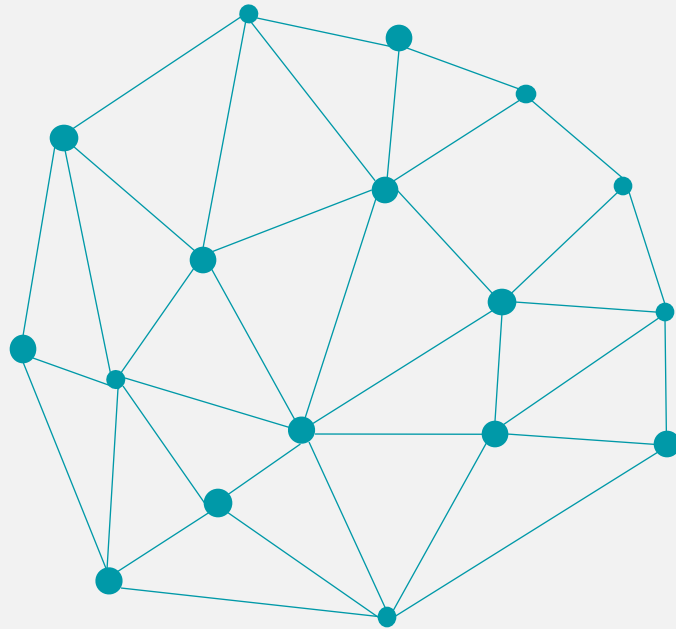
Need to Enable **YES**

Configuration **NO**

Quick Win **NO**

## Business Benefit:

Fewer number of clicks and better performance. By using this new process, you can take advantage of the cohesiveness through the application.



# NEW FEATURES

Rest-Opt in's

# SEND WORKER SALARY RELATED NOTIFICATIONS USING ALERTS COMPOSER

## Details:

- Create templates to send salary-related notifications to people in your organizations using the Alerts Composer tool.
- For example, create alert templates to notify employees about salary changes for their assignments. Or create templates to notify line managers within a month of the next salary review date about information they need to review and actions they need to complete.

To use the Alerts Composer tool and run the alerts, you need these functional privileges:

Functional Security Privilege	Description	Assigned to Job Role
Alerts Composer HRC_ACCESS_ALERTS_COMPOSE R_PRIV	Allows access to Alerts Composer	Human Capital Management Integration Specialist
HRC_PROCESS_PREDEFINED_ALE RT_PRIV	Allows processing of predefined alerts	Human Capital Management Integration Specialist

## Impact Analysis

Impact Level **HIGH**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

## Business Benefit:

Effectively communicate salary-related changes to the appropriate people

# Closing Q&A



**CLOUD  
ENHANCEMENT &  
MANAGED SERVICES**



# CLOSING NOTE

## 1. What happens next?

1. Presentation

2. Session Recording

## 2. Speak with your CEMS Support

Manager or CEMS Service Manager

1. for additional services around quarterly updates

2. Learn more about Innovation

## 3. Next Sessions ?

Finance Oracle Quarterly Updates 24C	2-Jul-24	4:30 PM GMT / 5:30 PM CEST / 11:30 AM EST
Workforce Management & Global Payroll Oracle Quarterly Updates 24C	3-Jul-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST
SCM (Procurement & Advanced Procurement) Oracle Quarterly Updates 24C	3-Jul-24	4:30 PM GMT / 5:30 PM CEST / 11:30 AM EST
HR Helpdesk & ORC Oracle Quarterly Updates 24C	9-Jul-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST
Talent & OLC Oracle Quarterly Updates 24C	10-Jul-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST
SCM (Inventory & Order Management) Oracle Quarterly Updates 24C	10-Jul-24	4:30 PM GMT / 5:30 PM CEST / 11:30 AM EST
Benefits & Compensation Oracle Quarterly Updates 24C	11-Jul-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST

# MASTEK

is here to  
help you!

# THANK YOU



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