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Cloud Enhancement &
Managed Services

Live Webinar

24D - ORACLE FUSION CLOUD GLOBAL HUMAN RESOURCES

Empowering you for the next update

Speaker: Kajari Bhatt
Sr. HCM Consultant

Panelist: Suda Vra
Sr. HCM Principal Specialist

Value Based Delivery

ORACLE | Partner

Mastek Glide 4.0

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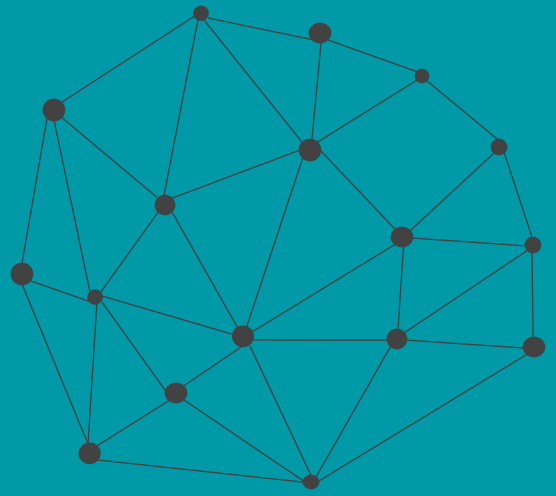
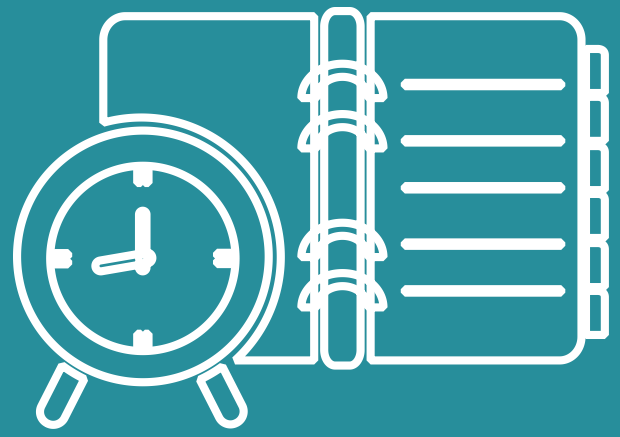


DISCLAIMER

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



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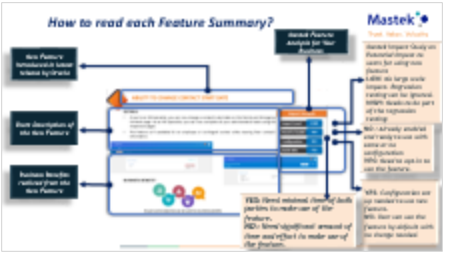
- Our Approach to Oracle Update



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

- Closing
  - Q&A

How to read each Feature Summary?

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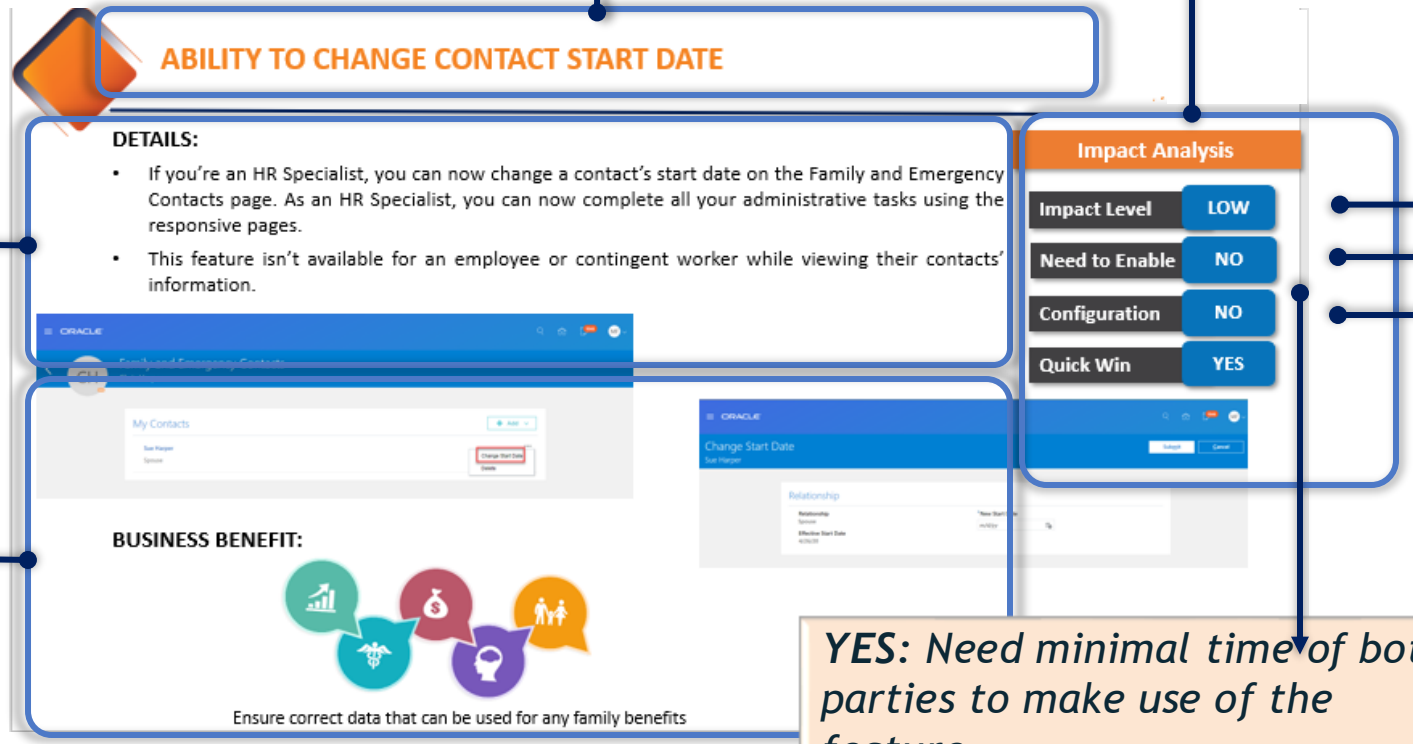
New Feature Introduced in latest release by Oracle

Short Description of the New Feature

Business Benefits realized from the New Feature

Mastek Feature Analysis for Your Business



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.*

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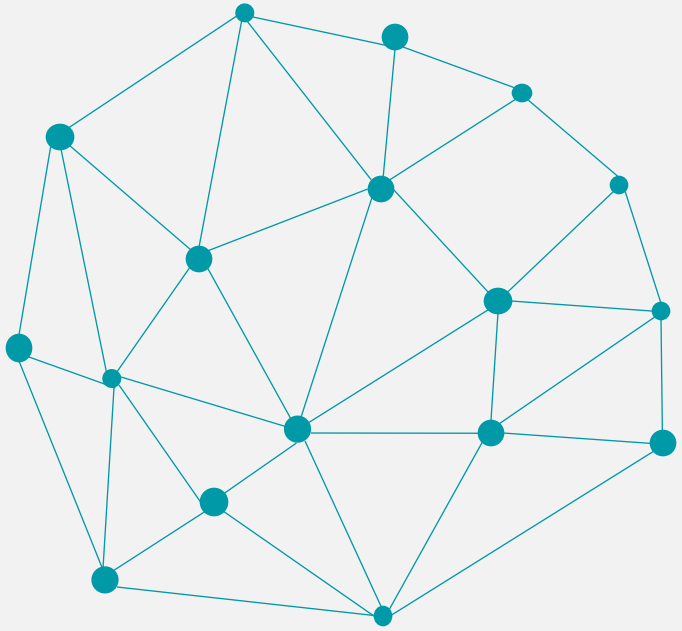

OUR ANALYSIS OF LATEST RELEASE

NEW FEATURES

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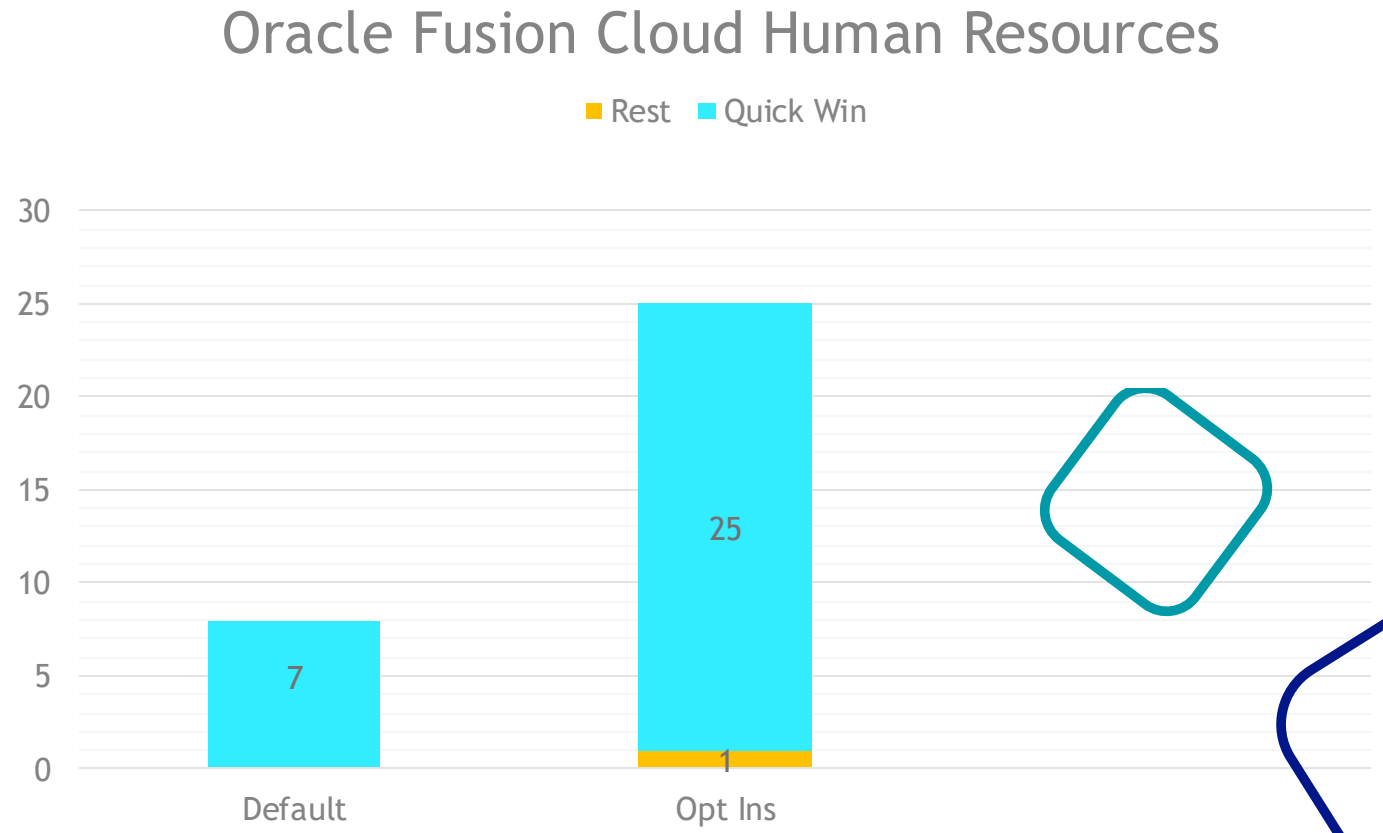
34

CORE HR New Features



MASTEK ANALYSIS

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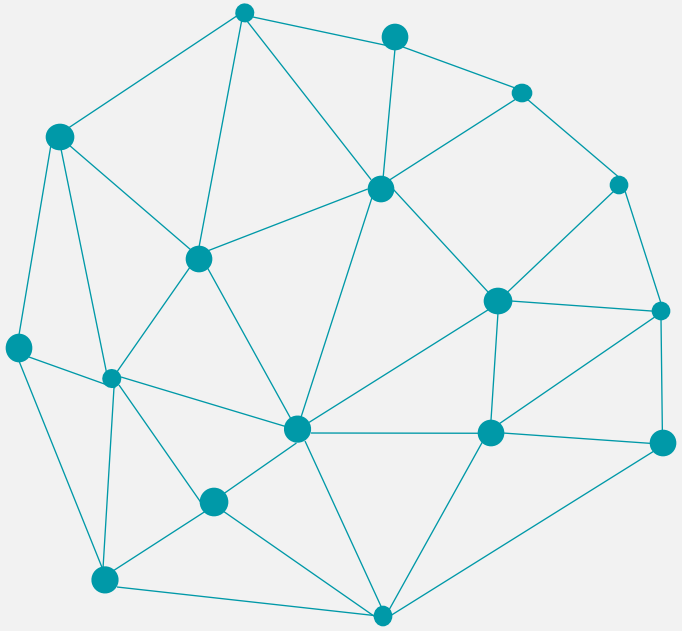

NEW FEATURES

Quick Wins - Default with NO Configuration

REDWOOD ENABLED BY DEFAULT FOR GLOBAL HUMAN RESOURCES PAGES

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Details:

- You can now directly access certain Redwood-enabled HCM pages without having to manually turn on the Redwood profile option.
- This list shows the Redwood pages where the profile options have been enabled by default in update **24D**:
  - Guided Journey (Setup page for configuring guided journey) - ORA_PER_GUIDED_JOURNEYS_SETUP_REDWOOD_ENABLED
  - Mass Download of Document Records - ORA_PER_MASS_DOWNLOAD_DOR_REDWOOD_ENABLED

Impact Analysis

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

Business Benefit:

Users can quickly and easily access the Global Human Resources (GHR) Redwood pages by using the quick action for the respective page.

ENHANCED SECURITY FOR ACCESSING THE MASS DOWNLOAD OF DOCUMENT RECORDS FILES

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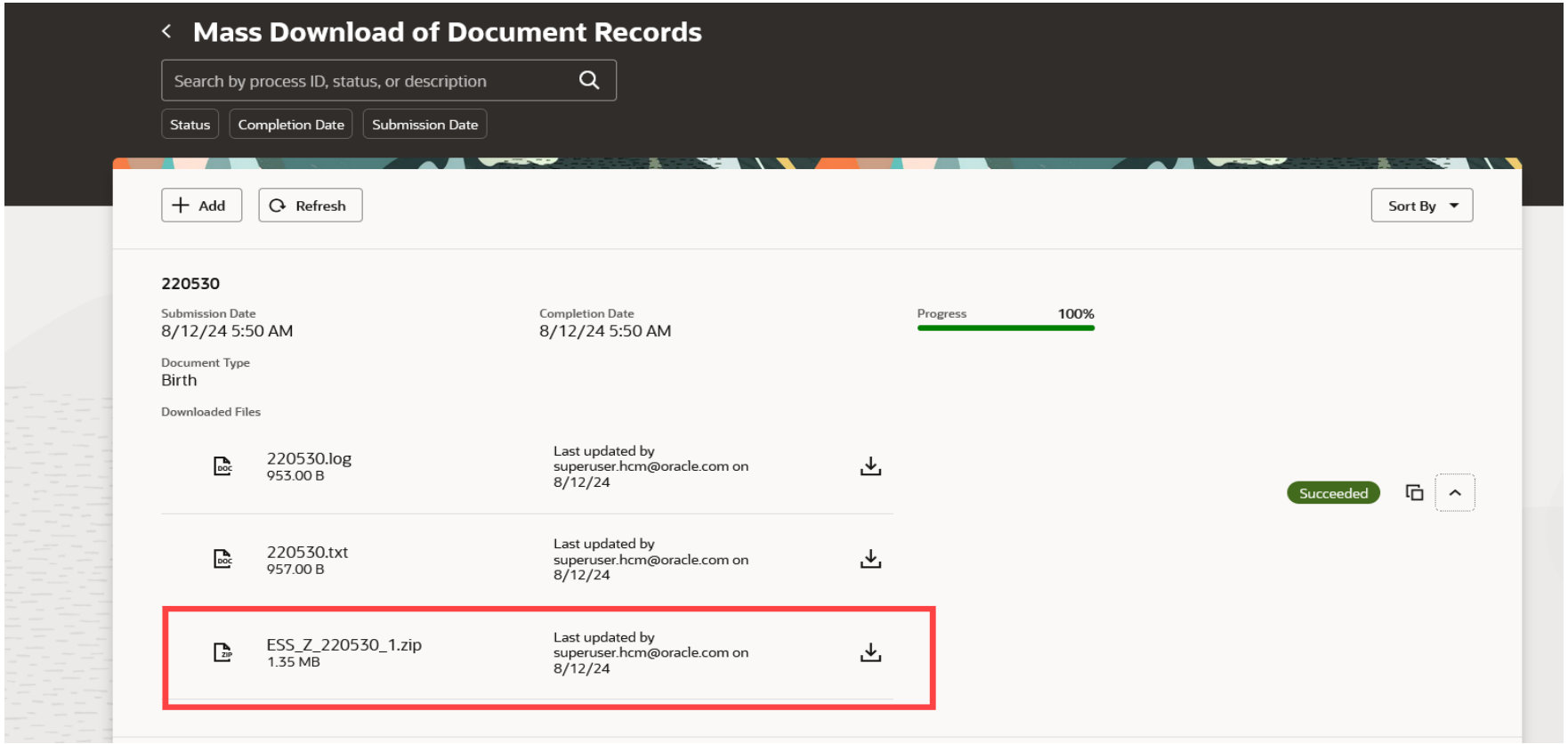
Details:

- Access the zip files of downloaded document records only from the Redwood Mass Download of Document Records page and not from the Scheduled Processes page.
- After a mass download request is complete, on the Scheduled Processes page, you can only view the log file and the text file but not the zip file.



Impact Analysis

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

Business Benefit:

This enhancement provides better security in terms of users that can access the attachments from mass download.

ADDITIONAL FILTER OF LEGAL EMPLOYER ON REDWOOD JOBS SEARCH PAGE

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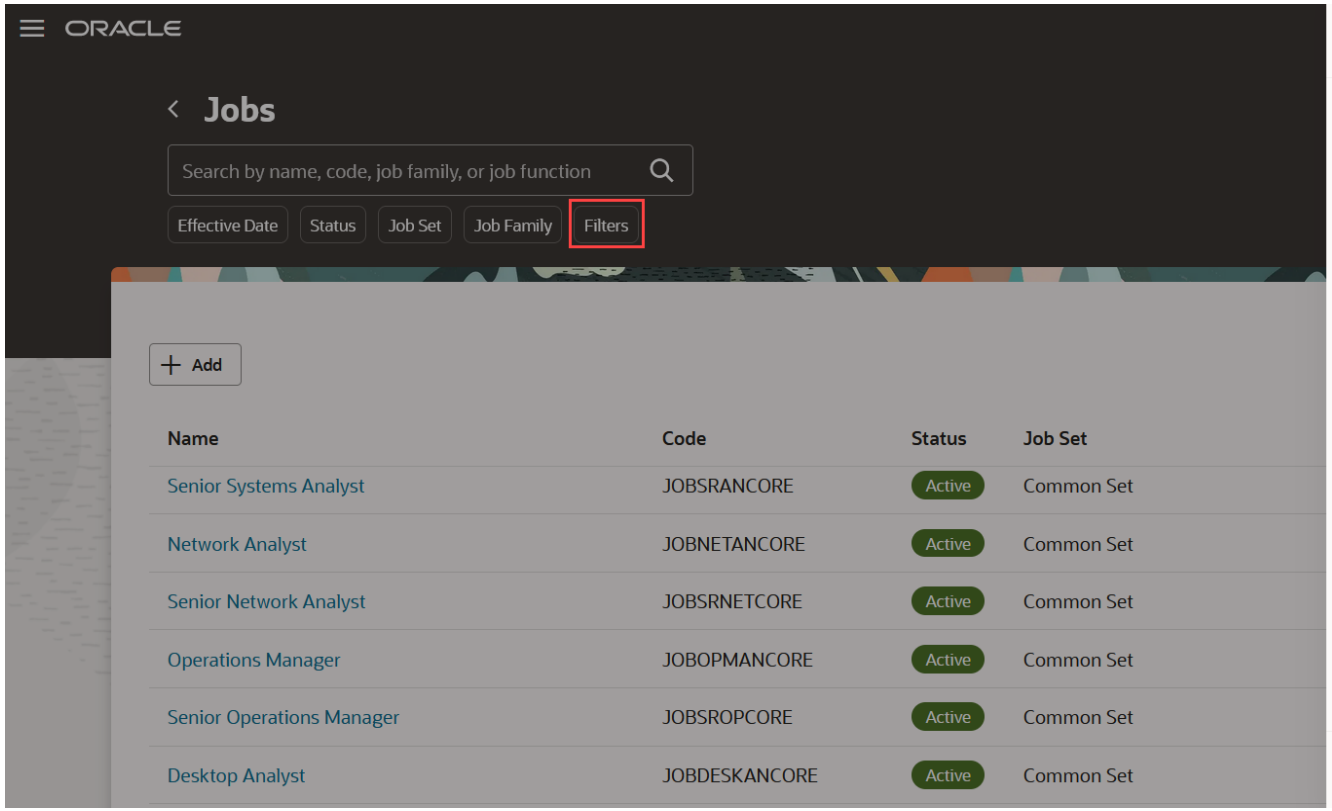
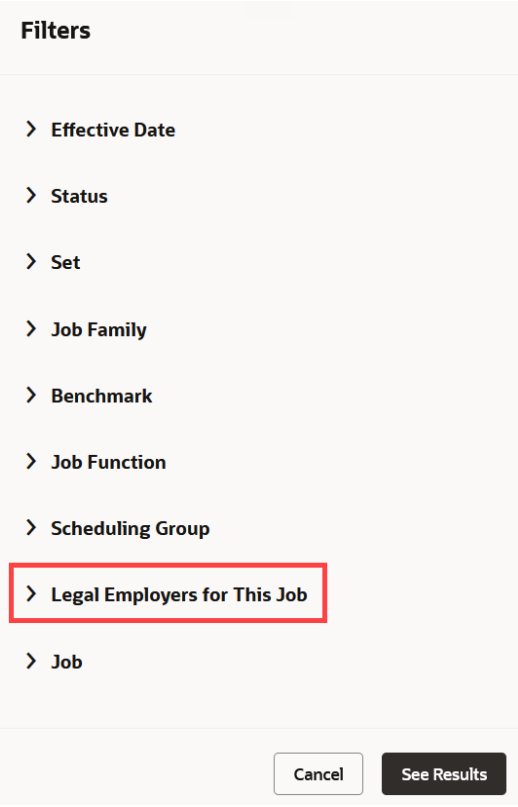
Details:

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





Impact Analysis

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

Business Benefit:

Useful when multiple legal employers are associated with a job, and you want to view the jobs only for a specific legal employer.

ADDITIONAL FILTER OF LEGAL EMPLOYER ON REDWOOD DEPARTMENTS SEARCH PAGE

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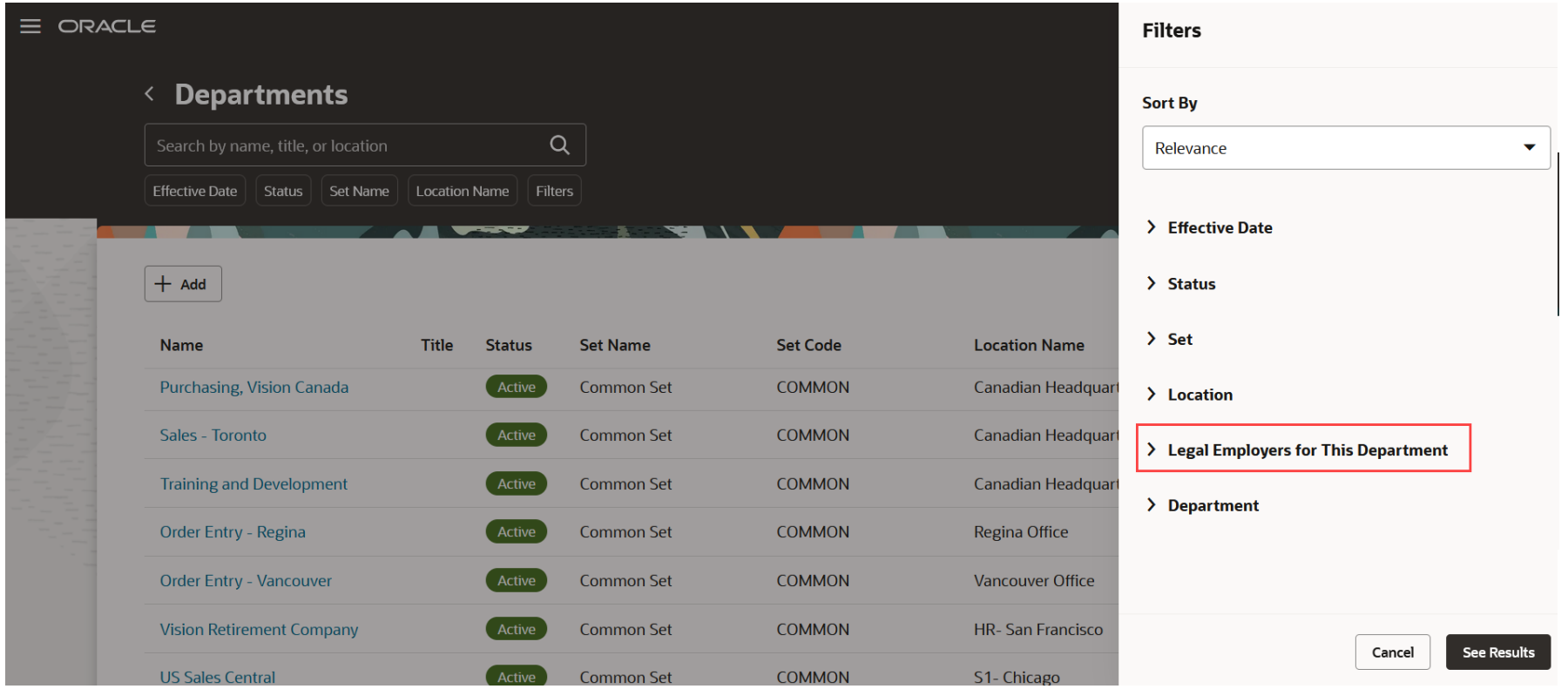
Details:

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



Impact Analysis

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

Business Benefit:

Useful when multiple legal employers are associated with a department, and you want to view the departments only for a specific legal employer.

REDWOOD EXPERIENCE FOR JOURNEY CATEGORY SECURITY

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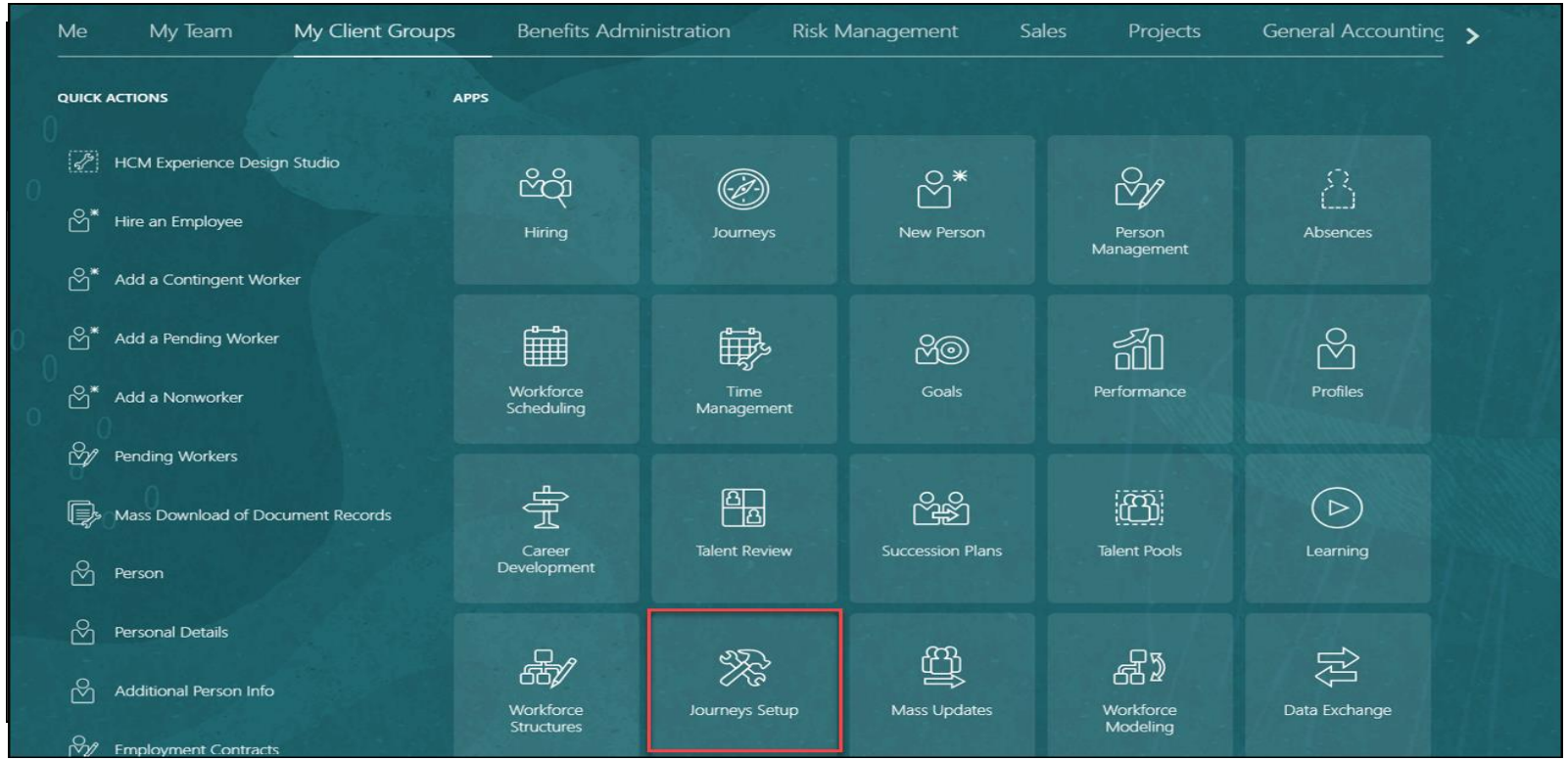
Details:

- Support for configuring journey categories by using the CHECKLIST_CATEGORY lookup type in the Setup and Maintenance work area is now removed.
- You need to now configure the journey categories by using the new Category Security Redwood page.
- The new feature enables the ability to create new journey category, configure security for new as well as existing categories as well as define common security.



Impact Analysis

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

Business Benefit:

The new pages offer a fewer number of clicks and better performance. You can take advantage of the cohesiveness through the application with the new pages.

MANAGE SALARY INFO FROM REDWOOD VIEW EMPLOYMENT DETAILS PAGE

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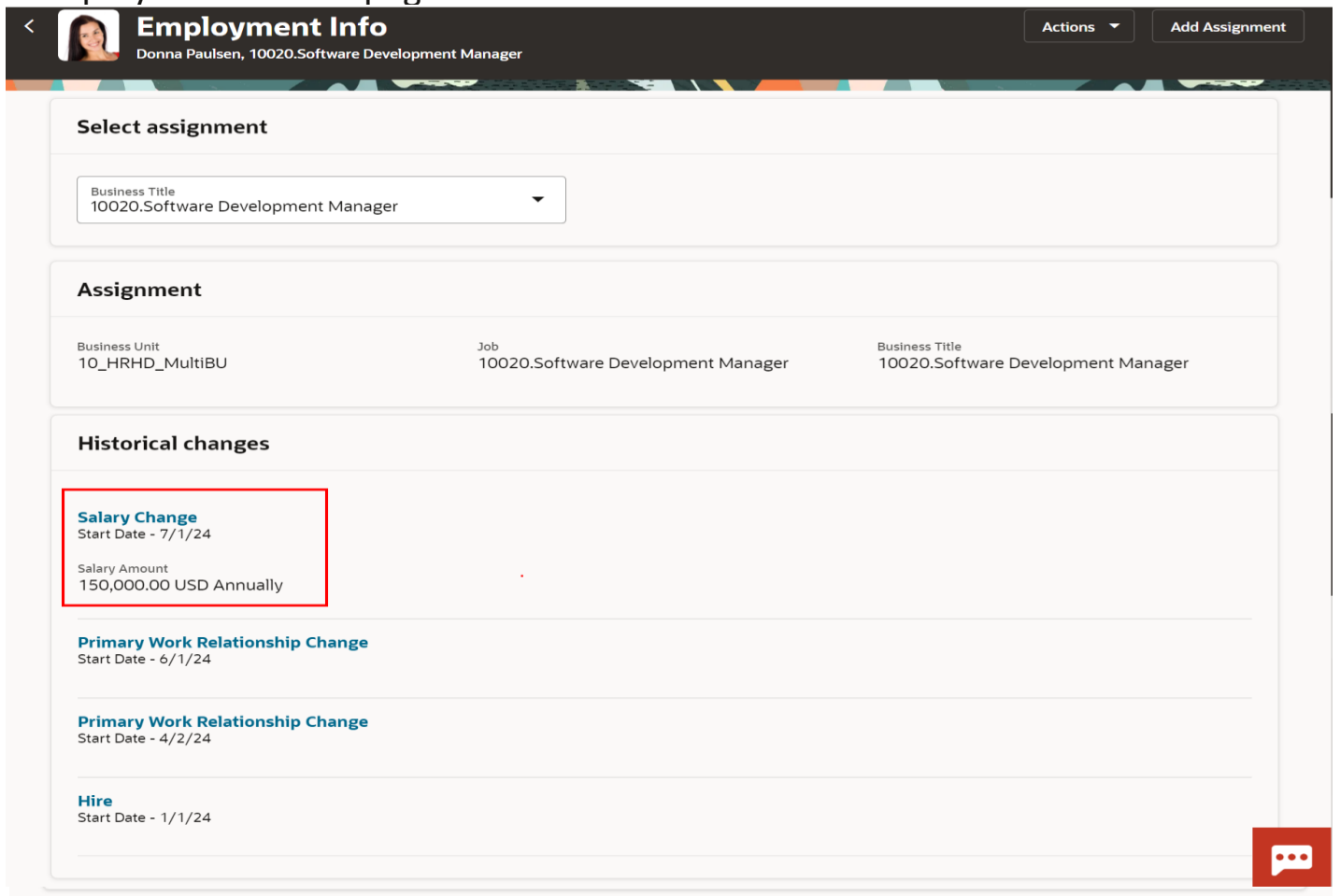
Details:

- You can now view, correct, and delete salary information from the Redwood View Employment Details page.



Impact Analysis

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

Business Benefit:

This feature will simplify and streamline the process for line managers and HR specialists.

ENHANCEMENTS TO REDWOOD CHANGE ASSIGNMENT PROCESS

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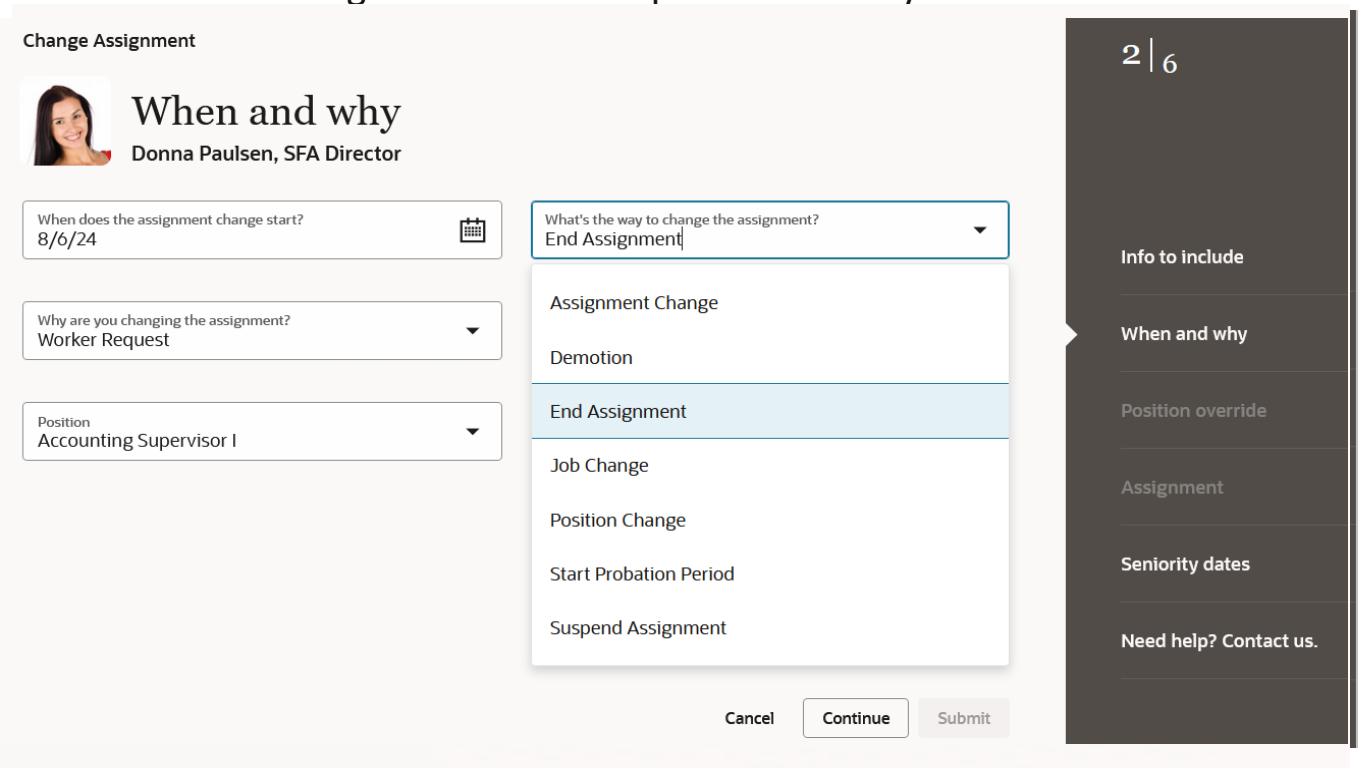
Details:

- Below enhancements are delivered for the Redwood Change Assignment process.:
- End assignment and End temporary assignment are the part of actions LOV
- Ability to update Primary assignment
- Visibility of assignment attributes based on Action selected
- Smart actions list under when and why section. E.g. Suspend assignment is visible only when the assignment is not suspended already



Impact Analysis

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

Business Benefit:

These features streamline the process for line managers and HR Specialists.

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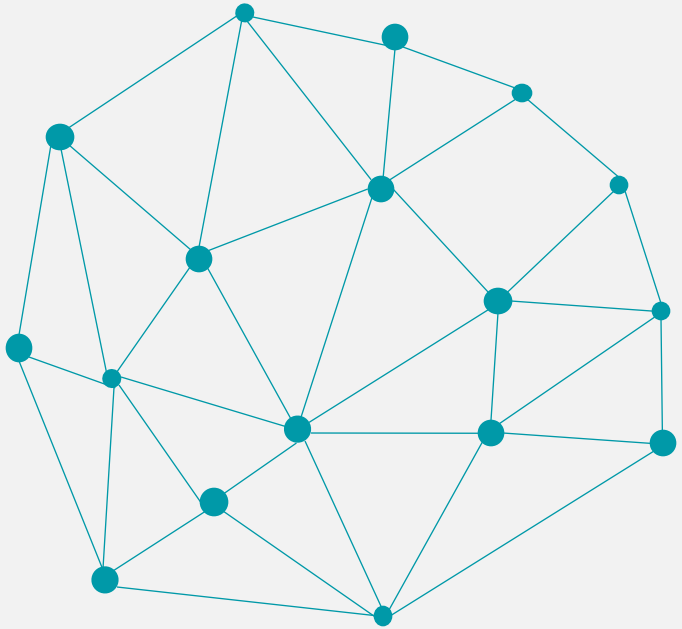

NEW FEATURES

Quick wins–Default with configurations

ACCESS FILTERED LISTS FROM THE REDWOOD MASS DOWNLOAD OF DOCUMENT RECORDS PAGE

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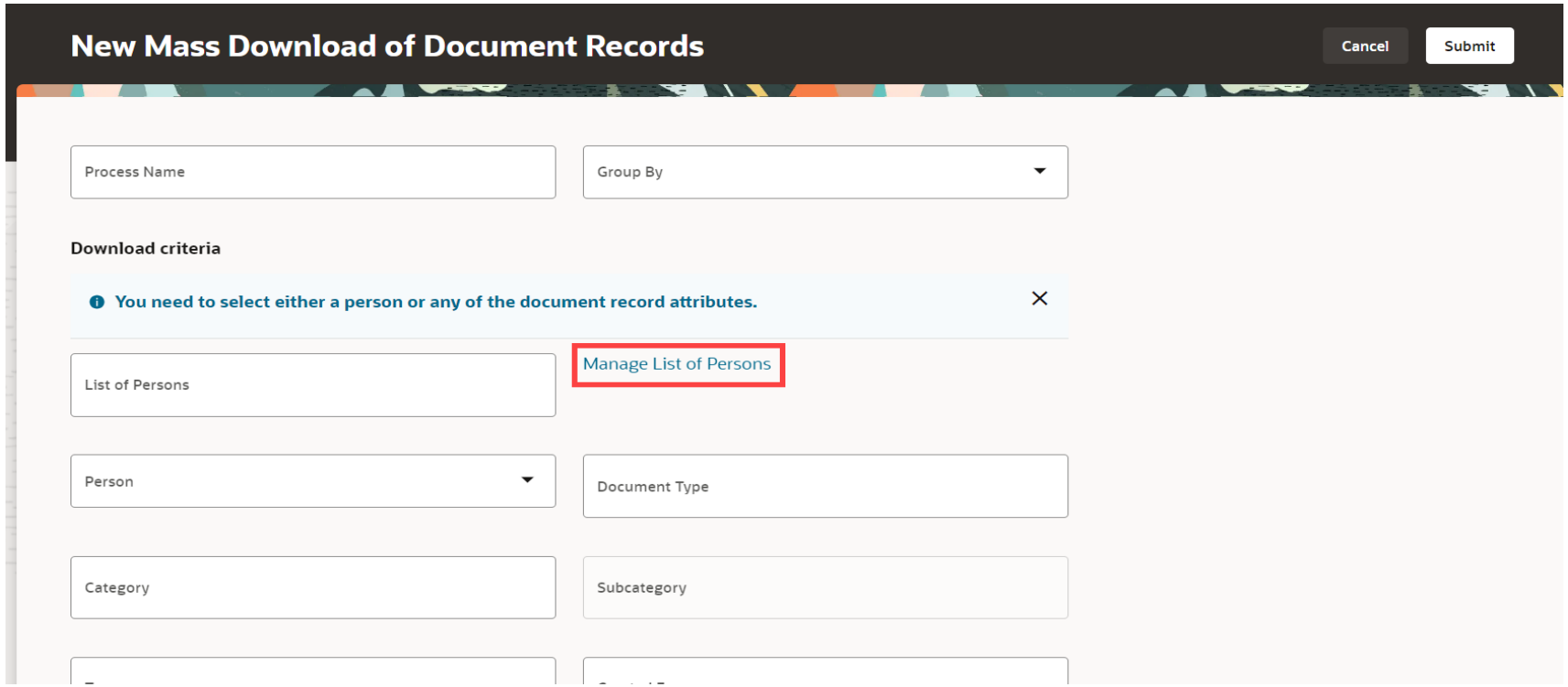
Details:

- You need to create a list of people whose document records you want to download.
- After you create a list, on the Redwood Mass Download of Document Records page, Download criteria section, List of Persons field, you can select the created list for submitting a mass download request.
- You can now navigate to the Filtered Lists page directly from the Redwood Mass Download of Document Records page using the Manage List of Persons link to create the list of people.



Impact Analysis

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

Business Benefit:

This enhancement provides better user experience by easily navigating to the Filtered List page to create a list of persons.

SIMPLIFIED RESTRICT SETTINGS FOR DOCUMENT TYPES

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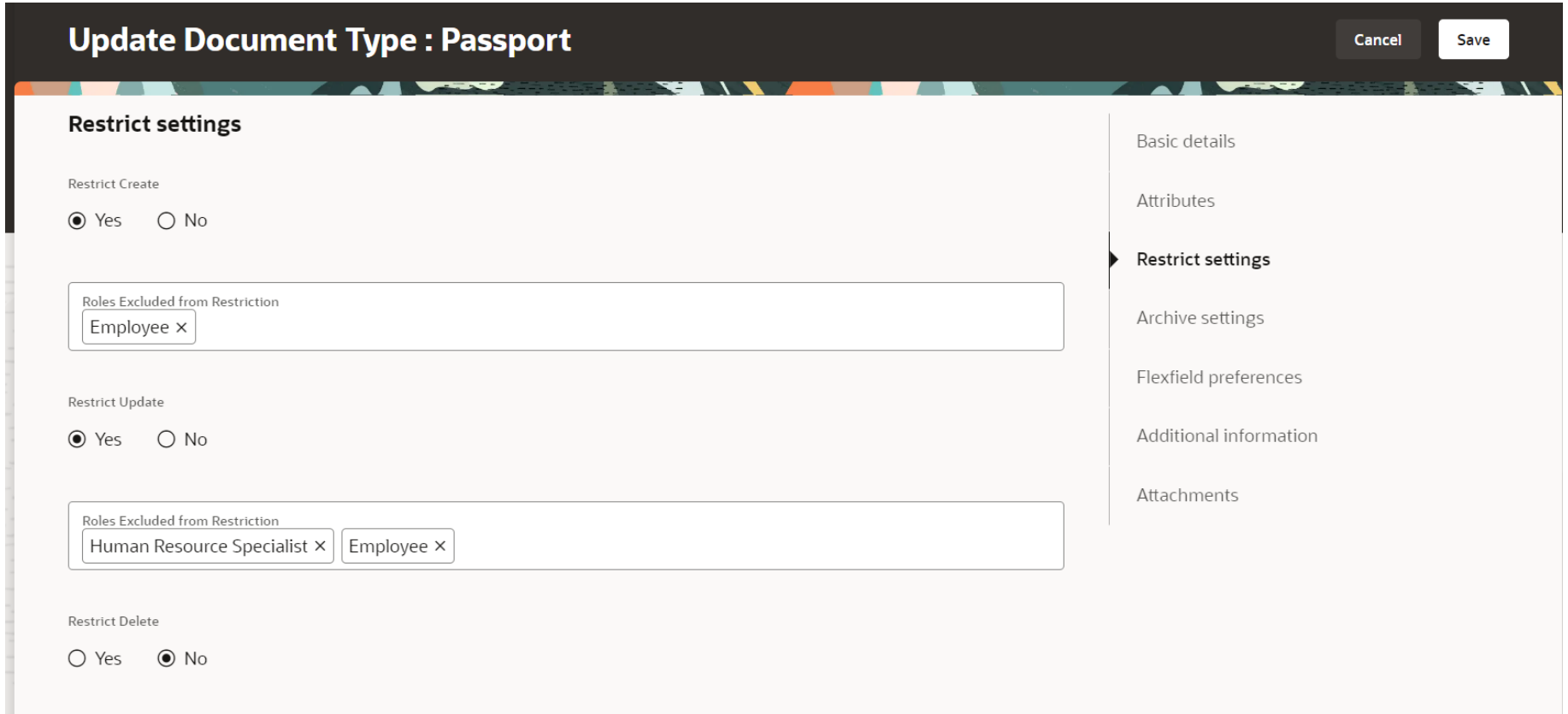
Details:

- The different combinations you can select for Restrict Create, Restrict Update, and Restrict Delete are no longer dependent on each other.
- You can select and use any combination of the 3 restrictions depending on your requirement.



Impact Analysis

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

Business Benefit:

This enhancement lets users manage create, update, and delete restrict settings without any dependency on each other.

PERSONALIZE REDWOOD DOCUMENT TYPES USING BUSINESS RULES

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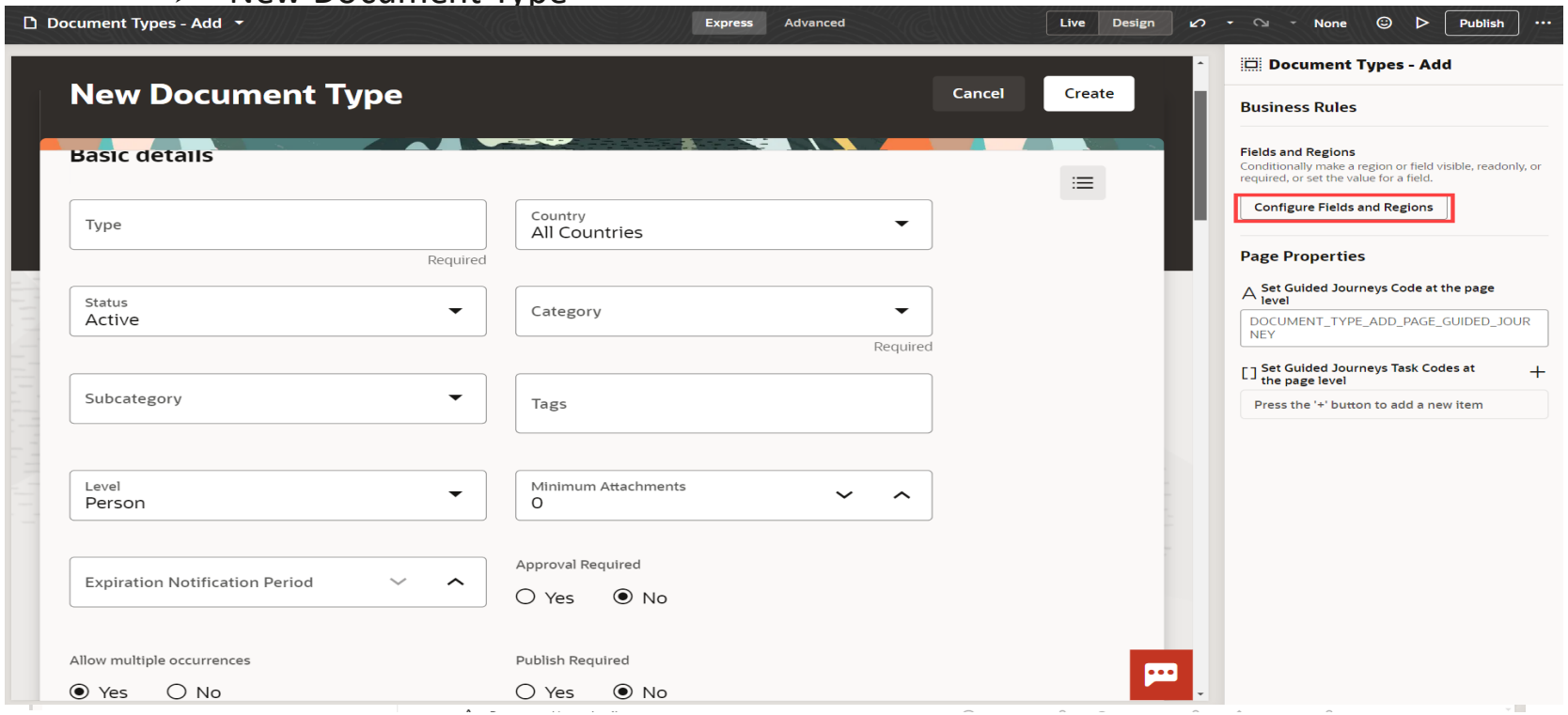
Details:

- You can now use Business Rules in Visual Builder Studio to personalize the Redwood Document Types page. You can navigate to the Document Types page using this path: My Client Groups > Document Types > Document Types quick action
- These pages support personalization using business rules:
  - Document Types
  - New Document Type



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

Business Benefit:

Simplifies users' experience by personalizing the page according to your business needs and requirements.

PERSONALIZE REDWOOD MASS DOWNLOAD OF DOCUMENT RECORDS USING BUSINESS RULES

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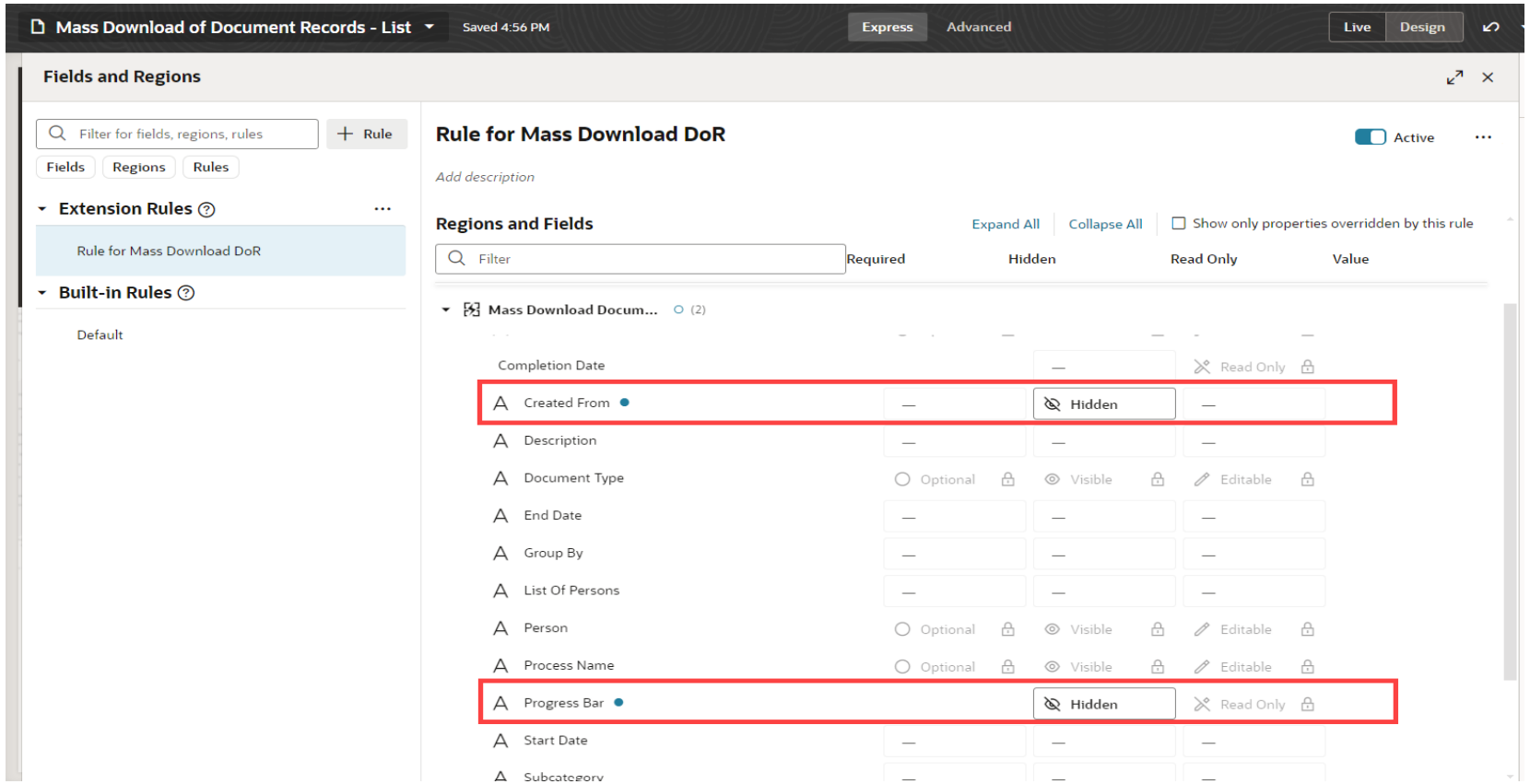
Details:

- Use Business Rules in Visual Builder Studio to personalize the Redwood Mass Download of Document Record page.
- Navigate to the Mass Download of Document Record page using the My Client Groups > Document Records > Mass Download of Document Records quick action path.



Impact Analysis

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

Business Benefit:

Enhance your users' experience by personalizing the page according to your business needs and requirements.

ASSOCIATE LEGAL EMPLOYERS WITH A JOB

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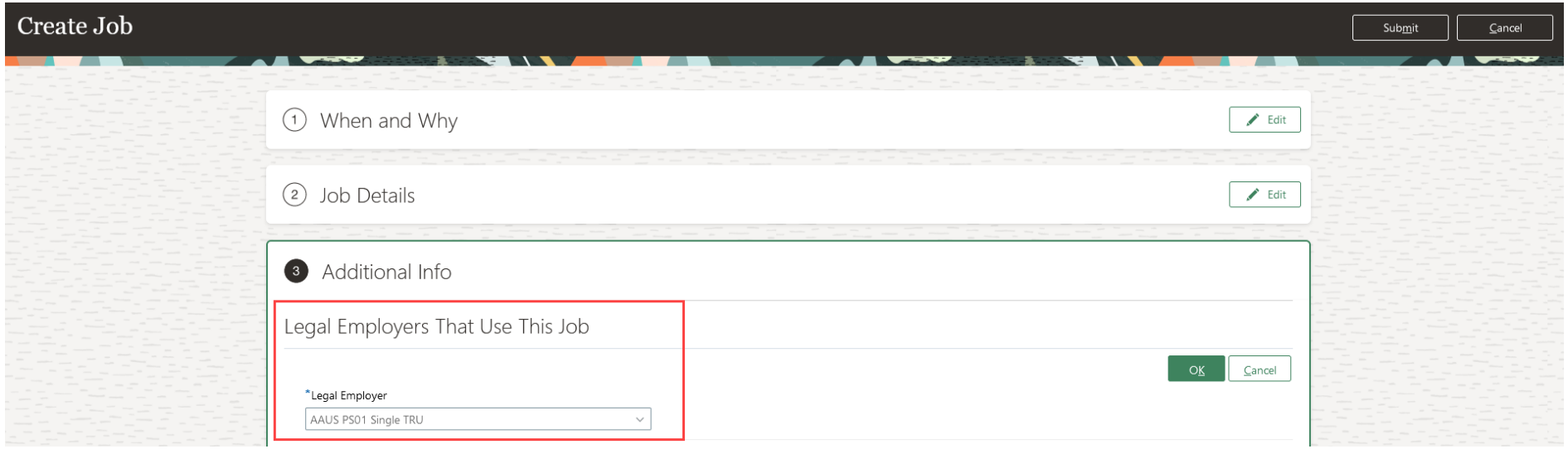
Details:

- Associate multiple legal employers with a job using the Legal Employers That Use This Job extensible flexfield (EFF) context. This will help in filtering the jobs based on the selected legal employer, on pages that will implement this feature in the future.



Impact Analysis

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

Business Benefit:

This feature further refines the Job-filtering capabilities, first by the business unit-set mapping, and then by the legal employer.

ASSOCIATE LEGAL EMPLOYERS WITH A DEPARTMENT

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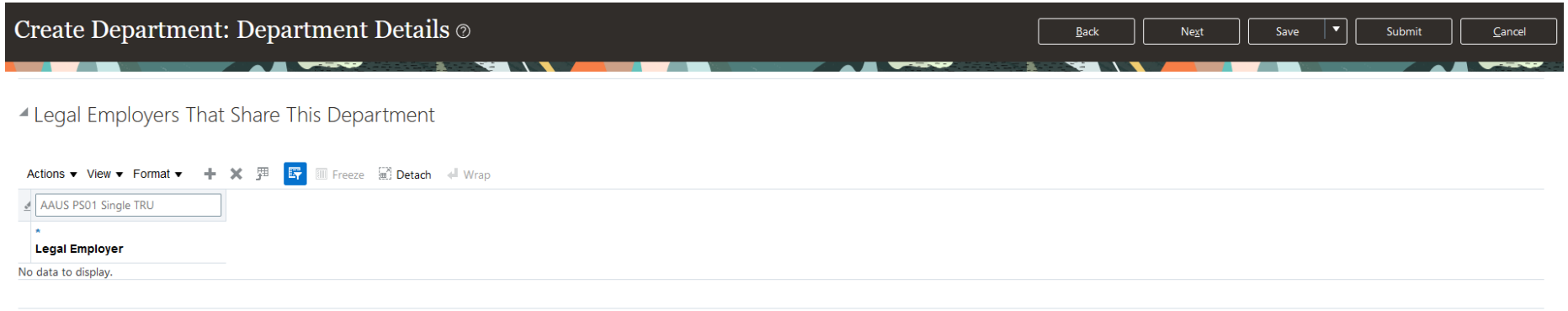
Details:

- Associate multiple legal employers with a department using the **Legal Employers That Share This Department** extensible flexfield (EFF) context. This will help in filtering the departments based on the selected legal employer, on pages that will implement this feature in the future.



Impact Analysis

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

Business Benefit:

This feature further refines the department-filtering capabilities, first by the business unit-set mapping, and then by the legal employer.

SUPPORT FOR APPROVALS IN GRADES AND GRADE RATES REDWOOD PAGES

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Details:

- You can now set up approval rules for these Redwood pages:
  - Grades
  - Grade Rates
- With this enhancement, you can move to the Redwood pages if you were waiting for approval support before doing so.
- You can configure the following approval rules using the Transaction Console.

Grades

- Create Grade
- Edit Grade
- Delete Grade
- Delete Date Effective Grade Record

Grade Rates

- Create Grade Rate
- Edit Grade Rate
- Delete Grade Rate
- Delete Date Effective Grade Rate Record

Impact Analysis

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

Business Benefit:

Enhancement of redwood pages by providing approvals for grades and grade rates.

TALENT RATINGS REGION SUPPORTED AS EMBEDDED APPLICATION TASK IN JOURNEYS

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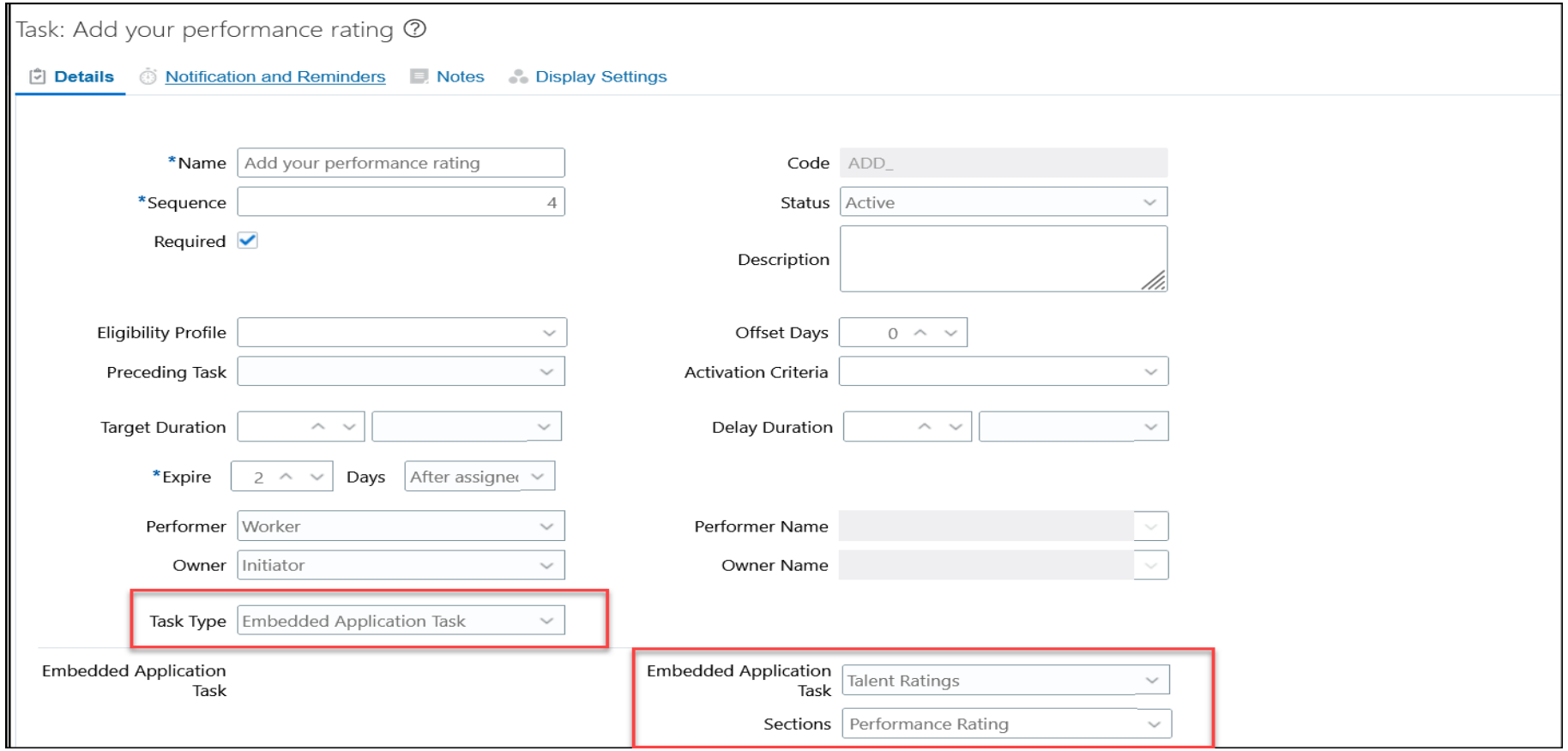
Details:

- Talent Ratings embedded application task is now available for use with reduced navigation by using specific sections under the task region embedded in a journey.
- You can configure an Embedded Application Task by selecting the appropriate region.



Impact Analysis

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

Business Benefit:

Faster completion of the Talent Ratings task with reduced clicks.

POSITION COSTING SECTION IN REDWOOD POSITION MANAGEMENT PROCESSES

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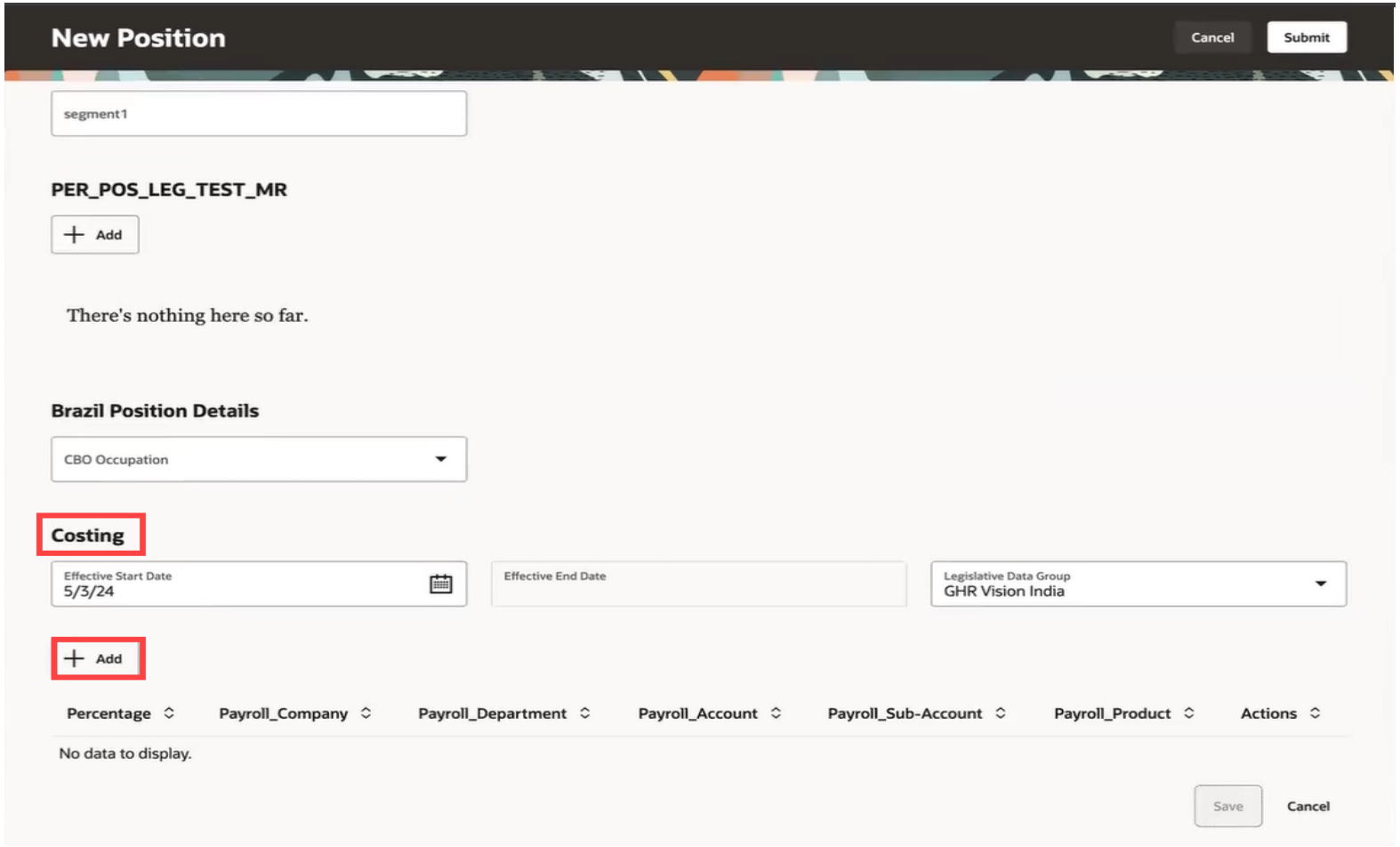
Details:

- Manage the position costing information in the newly added Costing region in the Redwood Position management processes.



Impact Analysis

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

Business Benefit:

Easy to add or modify the costing of the position.

ASSOCIATE OUTCOMES TO UPDATE EMPLOYEE TALENT PROFILE ON JOURNEY COMPLETION

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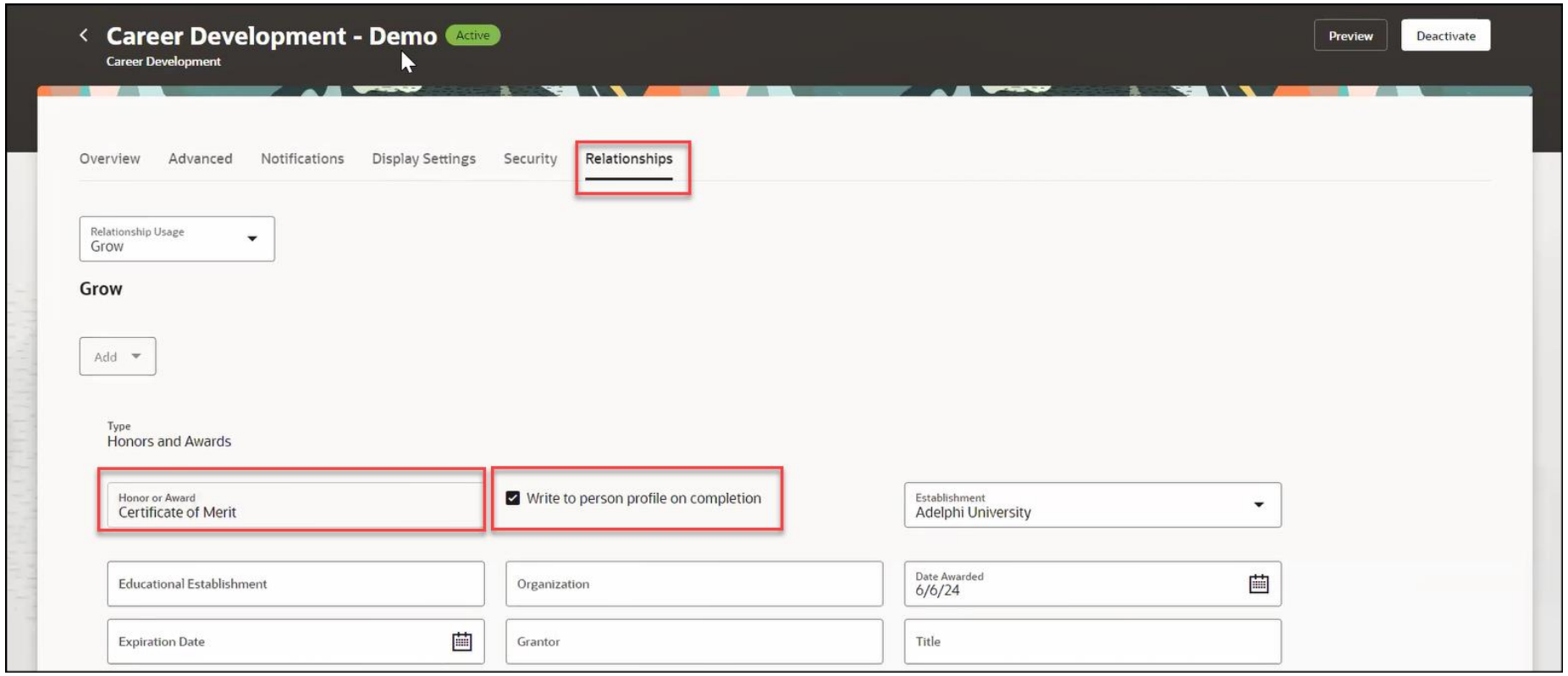
Details:

- You can now configure to automatically update the person's talent profile when they complete an assigned career development journey.



Impact Analysis

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

Business Benefit:

The skills and qualifications associated with a career development journey are automatically updated in a worker's talent profile.

MANAGER SURVEY ANALYTICS

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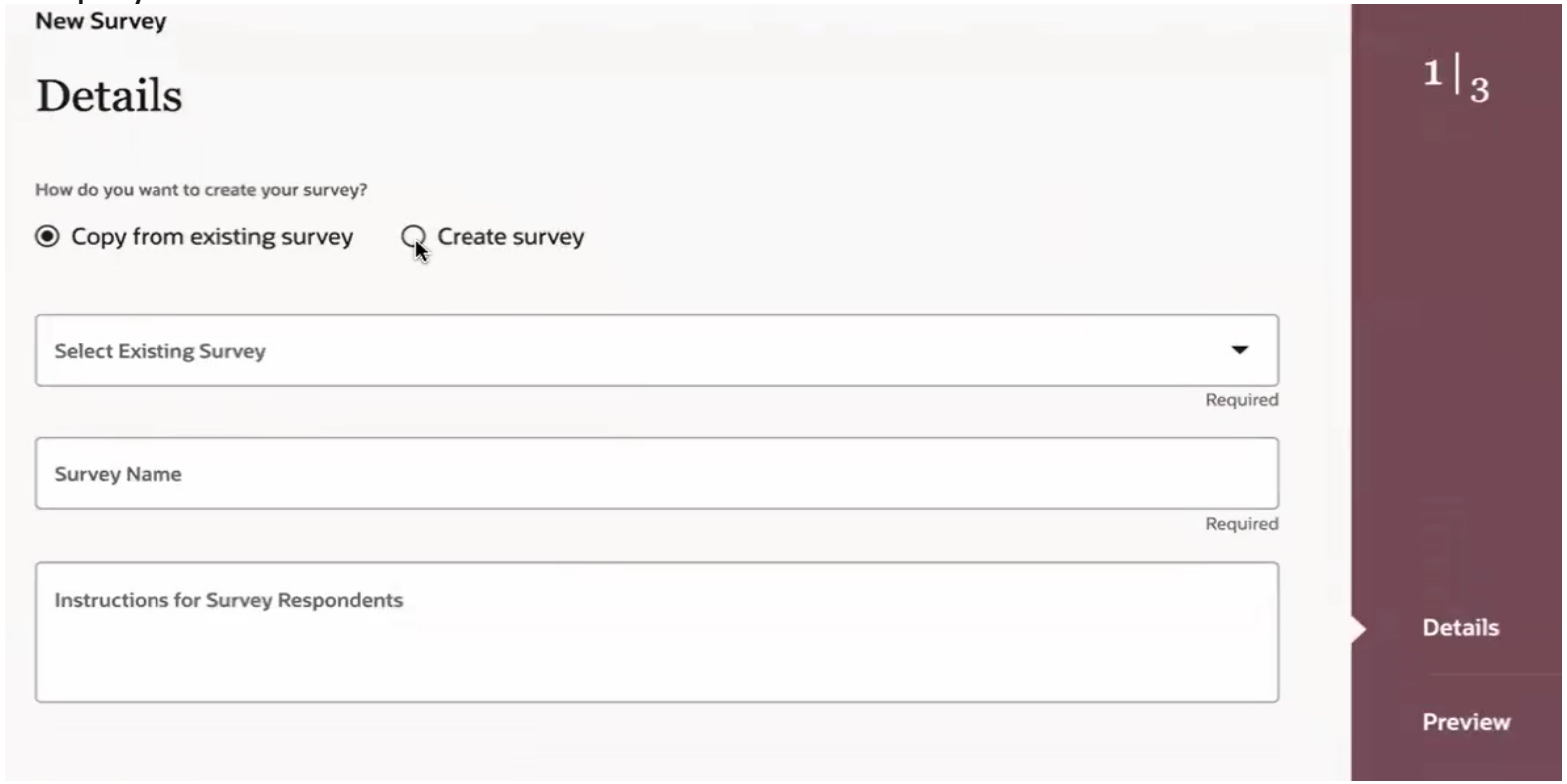
Details:

- As a manager, review and analyze feedback from your employees on important topics using the new Survey Analytics UI.
- You can create a survey on many different topics that are relevant to you and your employees.



Impact Analysis

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

Business Benefit:

Use the survey's results and analytics to help your employees by making adjustments and reviewing important decisions based on their feedback.

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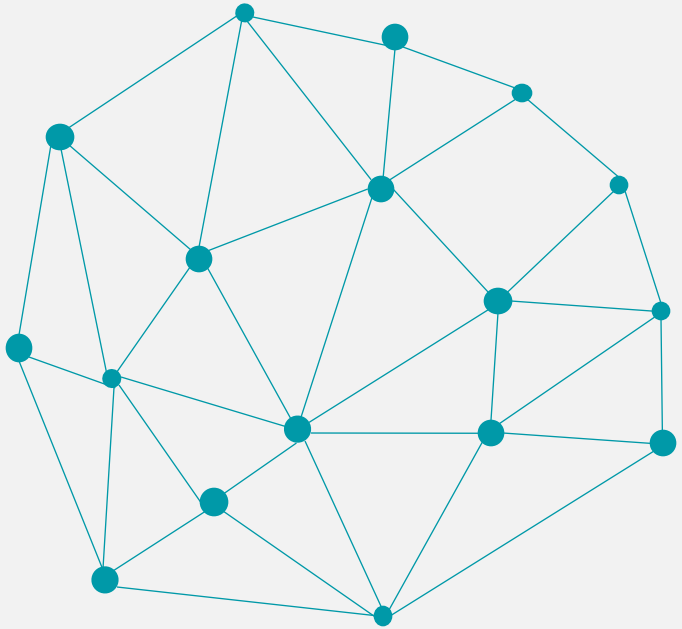

NEW FEATURES

Quick Wins –Opt in

BULK REVOKE OF SHARE DATA ACCESS

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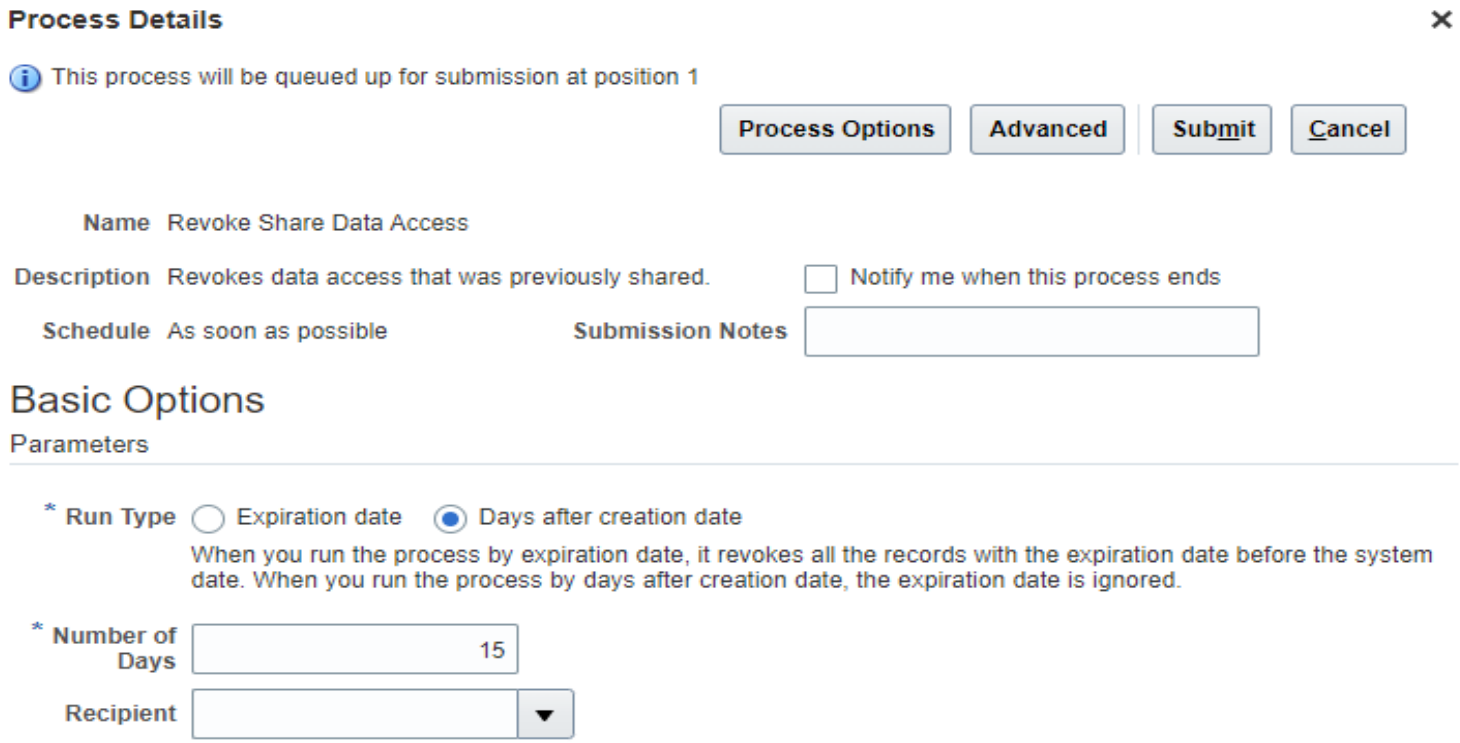
Details:

- The new Revoke Share Data Access process will revoke data security that was granted using the Share Data Access task.
- You can revoke access in bulk by either the expiration date or creation date.



Impact Analysis

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

Business Benefit:

With this enhancement, you can automate the process of revoking data access that was previously shared.

PRIVILEGE CHANGES FOR MANAGING ADDRESSES IN REDWOOD PAGES

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Details:

- To take advantage of the Redwood pages that allow a role to create or update an address, the View Trading Community Common Setup functional privilege has been added to the following roles:
  - Human Resource Specialist
  - Employee
  - Contingent Worker
  - Human Capital Management Application Administrator

- You need to add the View Trading Community Common Setup privilege to your custom roles that require access to create or update addresses.

Impact Analysis

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

Business Benefit:

This enhancement allows specific roles to create and update addresses in Redwood pages.

CONFIGURE JOURNEY TEMPLATES AND COMPONENTS FROM REDWOOD JOURNEYS SETUP APP

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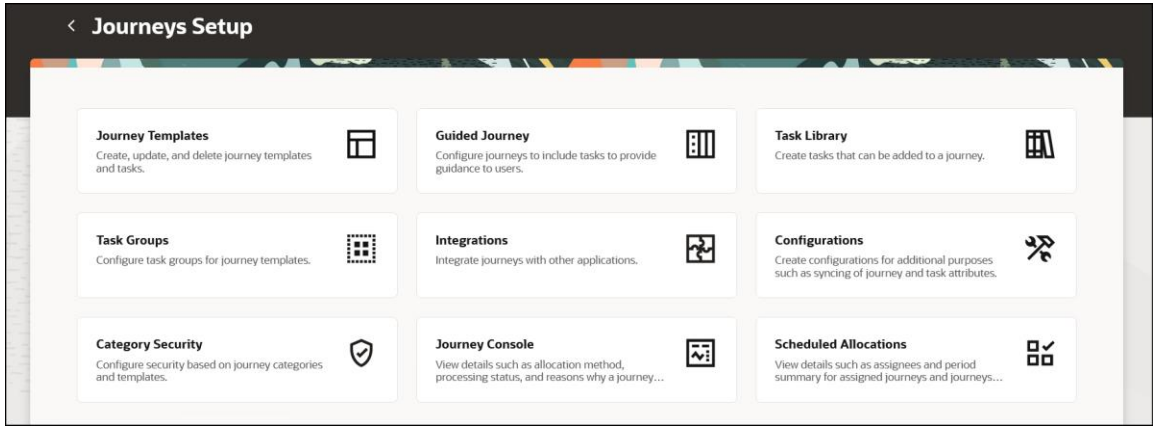
Details:

- The Journeys Setup app consolidates the different journey setup pages and they can be enabled or disabled based on security.
- You need to enable the ORA_PER_JOURNEYS_SETUP_REDWOOD_ENABLED profile option to enable the Redwood journeys setup pages. By default, this profile option is set to N.

Journeys Setup Page	Checklist Templates Page or Tab
Journey Templates	Checklist Templates page
Guided Journey	Checklist Templates > Create > Select the Guided Journey category
Task Library	Task Library tab
Task Groups	Task Group tab
Integrations	Integrations tab
Configurations	Configurations tab
Category Security	Security tab
Journey Console	View Console tab
Scheduled Allocations	Scheduled Allocations tab



Impact Analysis

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

Business Benefit:

With this enhancement, you can automate the process of revoking data access that was previously shared.

REDWOOD EXPERIENCE FOR JOURNEY TEMPLATES

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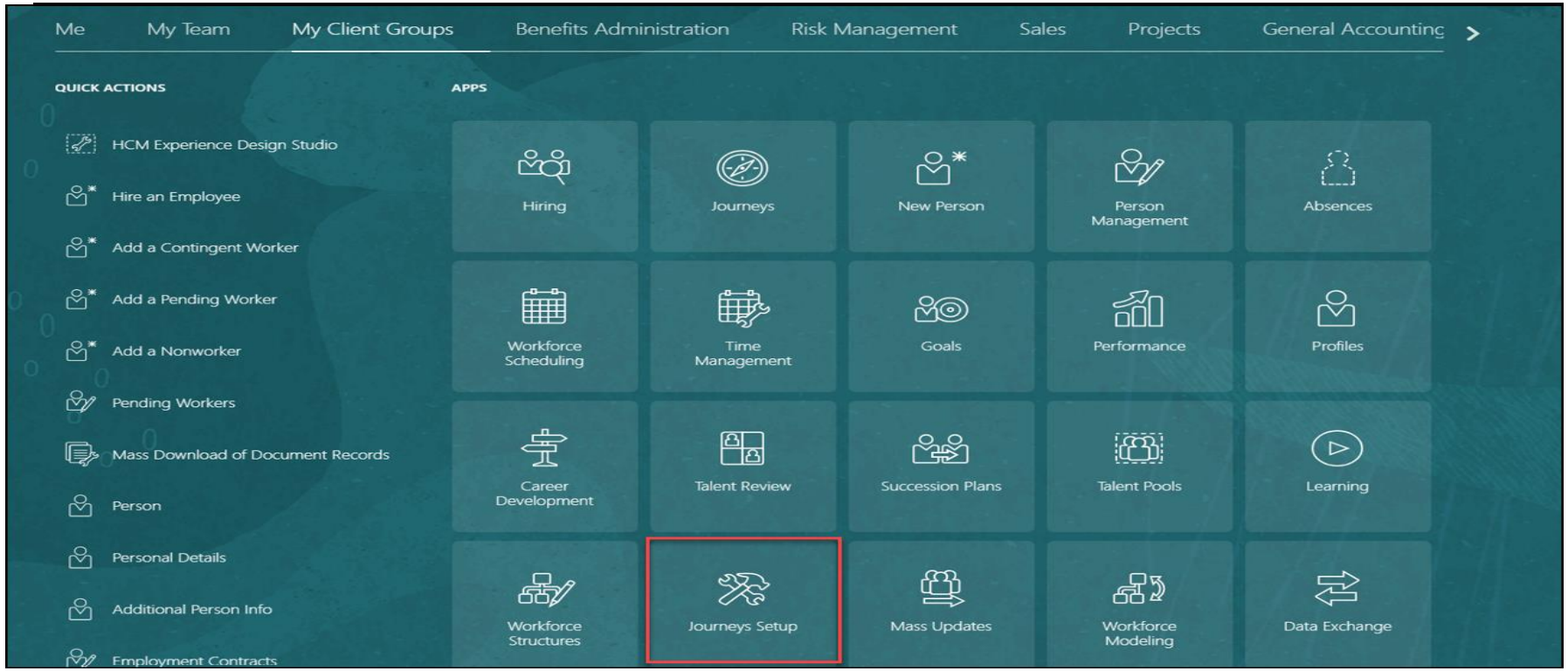
Details:

- The page is built from the ground up using Visual Builder Studio (VB Studio) to give you a unique experience of Oracle applications.
- You need to enable the ORA_PER_JOURNEYS_SETUP_REDWOOD_ENABLED profile option to enable the Redwood journeys setup pages. By default, this profile option is set to N.



Impact Analysis

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

Business Benefit:

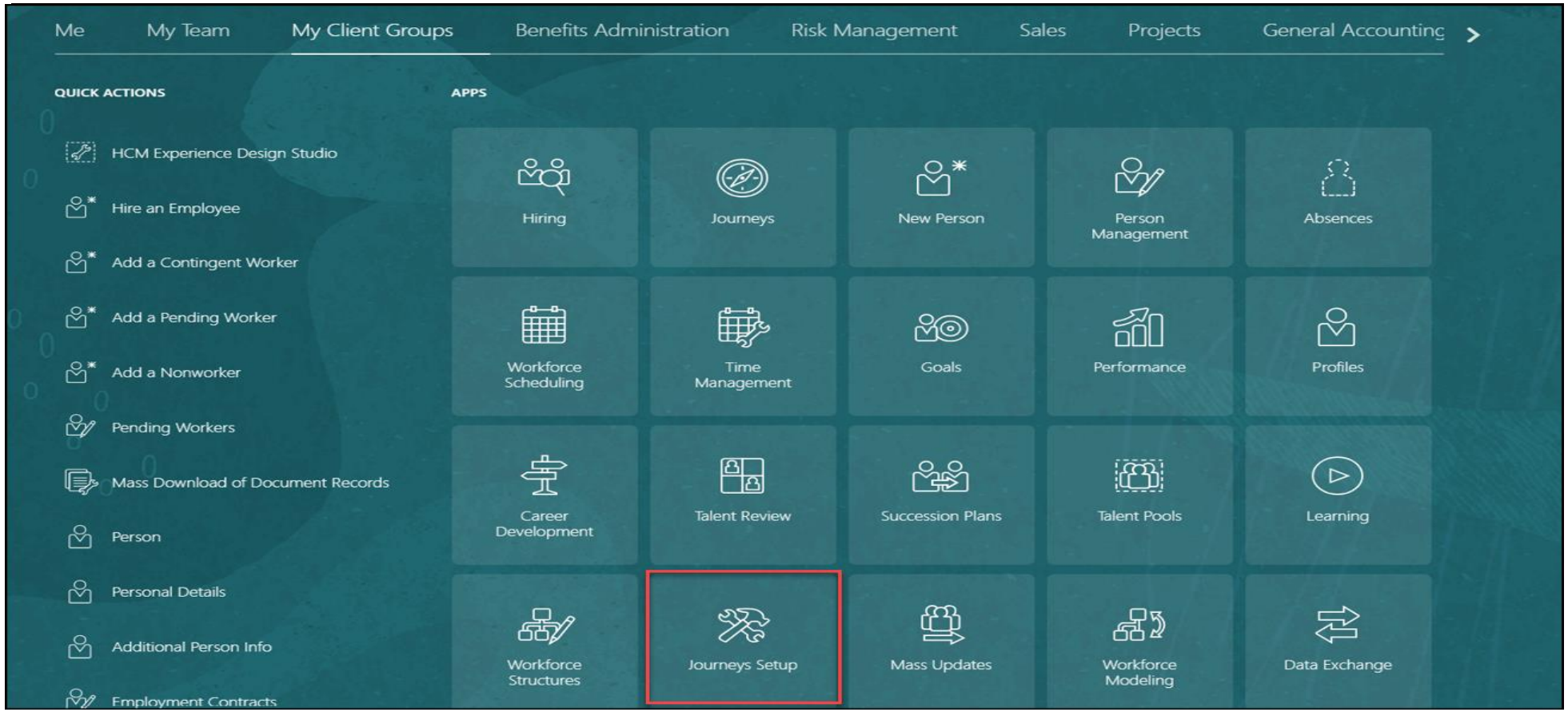
The new page offers a fewer number of clicks and better performance. You can take advantage of the cohesiveness through the application with the new page.

REDWOOD EXPERIENCE FOR JOURNEY TASK GROUPS

Mastek
Trust. Value. Velocity

Details:

- The Redwood Task Groups page is the equivalent of the existing Task Group tab on the Checklist Templates page and has the same functionality, including validations.
- You need to enable the ORA_PER_JOURNEYS_SETUP_REDWOOD_ENABLED profile option to enable the Redwood journeys setup pages. By default, this profile option is set to N.



Impact Analysis

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

Business Benefit:

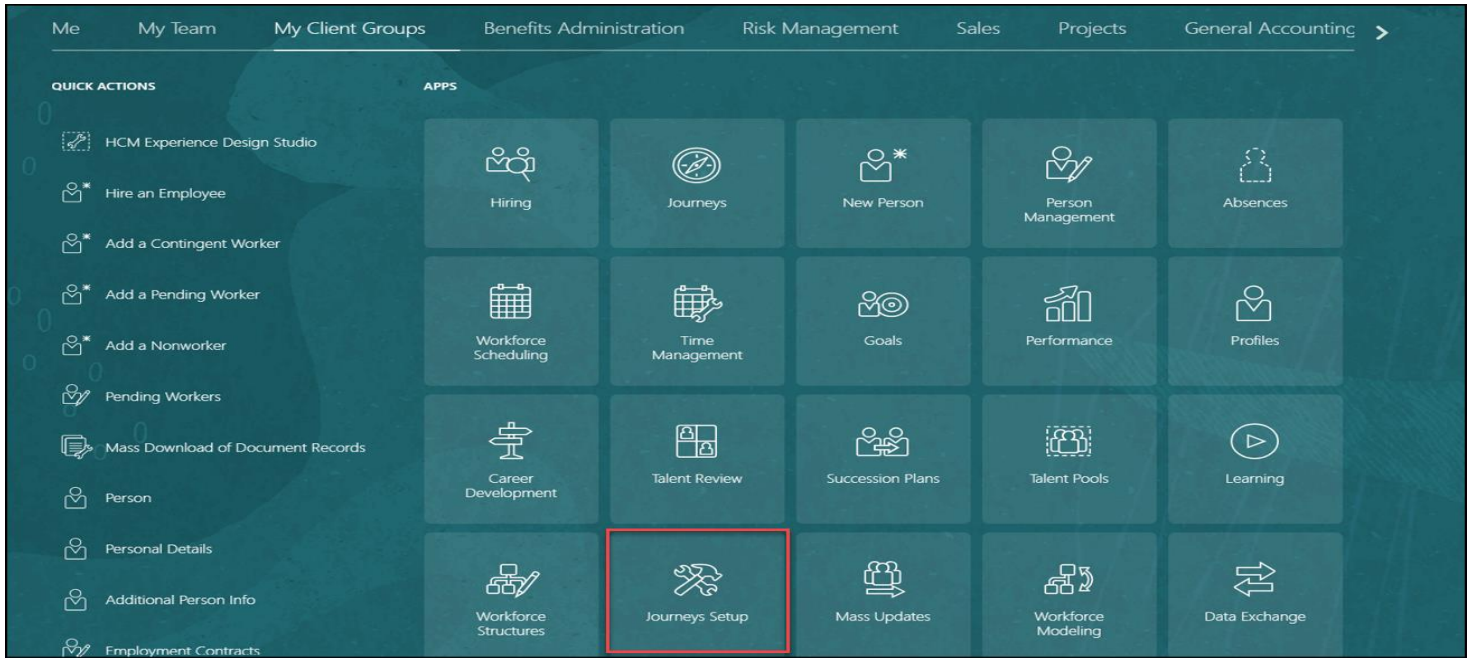
The new page offers a fewer number of clicks and better performance. You can take advantage of the cohesiveness through the application with the new page.

REDWOOD EXPERIENCE FOR JOURNEY TASK LIBRARY

Mastek
Trust. Value. Velocity

Details:

- The Redwood Task Library page is the equivalent of the existing Task Library tab on the Checklist Templates page and has the same functionality, including validations. This page provides the ability to configure task library for journeys.
- You can navigate to the page by using the **Journeys Setup** app under **My Client Groups** on the home page.
- You need to enable the ORA_PER_JOURNEYS_SETUP_REDWOOD_ENABLED profile option to enable the Redwood journeys setup pages. By default, this profile option is set to N.



Impact Analysis

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

Business Benefit:

The new page offers a fewer number of clicks and better performance. You can take advantage of the cohesiveness through the application with the new page.

GUIDED JOURNEYS AVAILABLE ON JOURNEYS PAGES

Mastek
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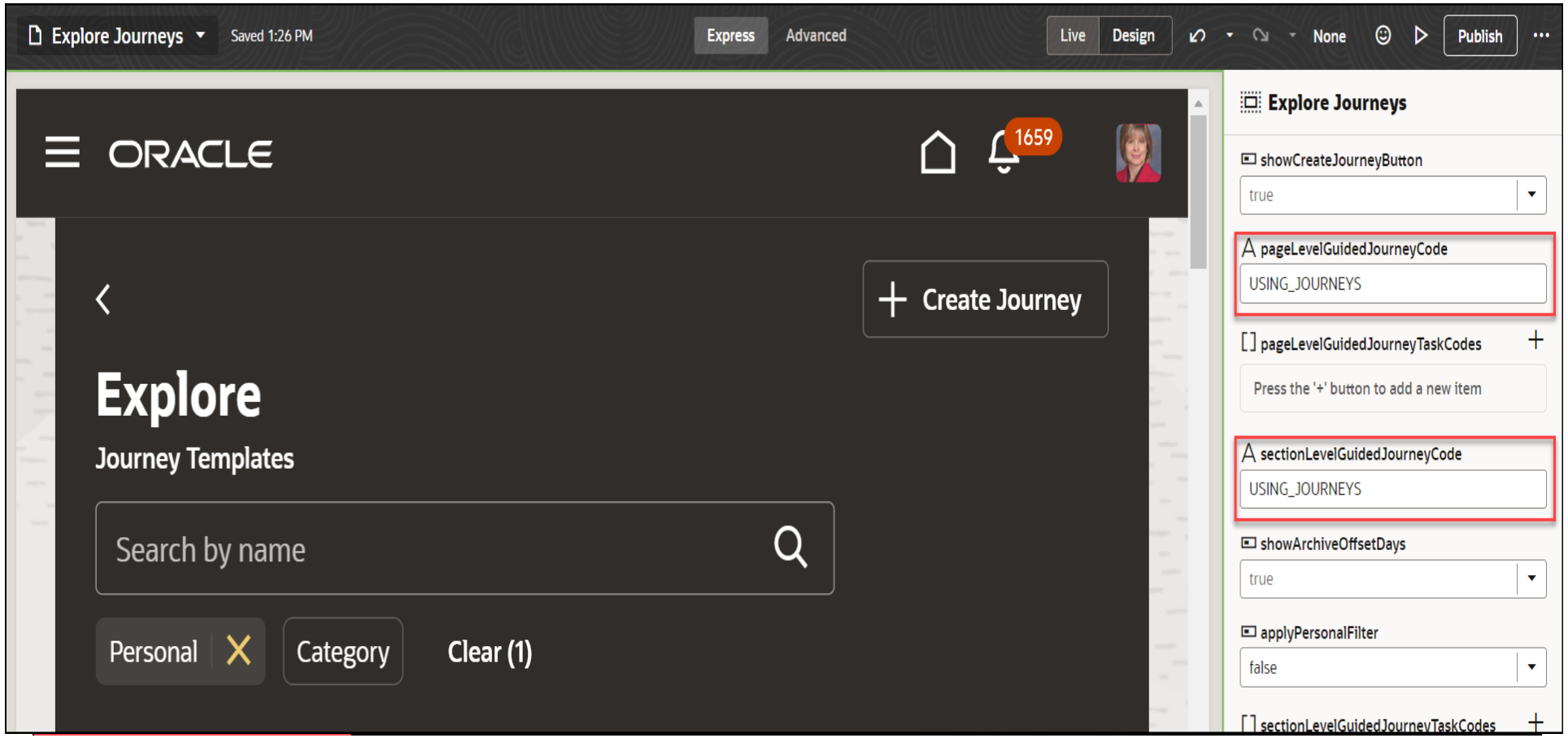
Details:

- You can now use guided journey tasks on journey pages to provide guidance, such as tutorials, company policies, and best practices at page level as well as section level.



Impact Analysis

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

Business Benefit:

Provide guidance to users in the context of the journey transactions they perform based on their role.

JOURNEYS AVAILABLE FOR NONWORKERS

Mastek
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Details:

- You can now assign journeys to nonworkers, such as interns, volunteers, retirees, pensioners, and consultants.
- You need to enable the ORA_PER_AOR_CALCULATE_NONWORKER profile option to assign journeys to nonworkers. By default, this profile option is set to No.

Tips And Considerations:

- Sending journey task notifications to the home email of a nonworker isn't supported.
- Nudges won't be triggered for nonworkers.
- If you mass allocate a journey for a group of workers that includes nonworkers, then the journey will be assigned to nonworkers if the profile is enabled.

Impact Analysis

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

Business Benefit:

Ensure a consistent user experience in the Journeys application for all worker types.

REDWOOD RULE BUILDER FOR JOURNEY PAGES

Mastek
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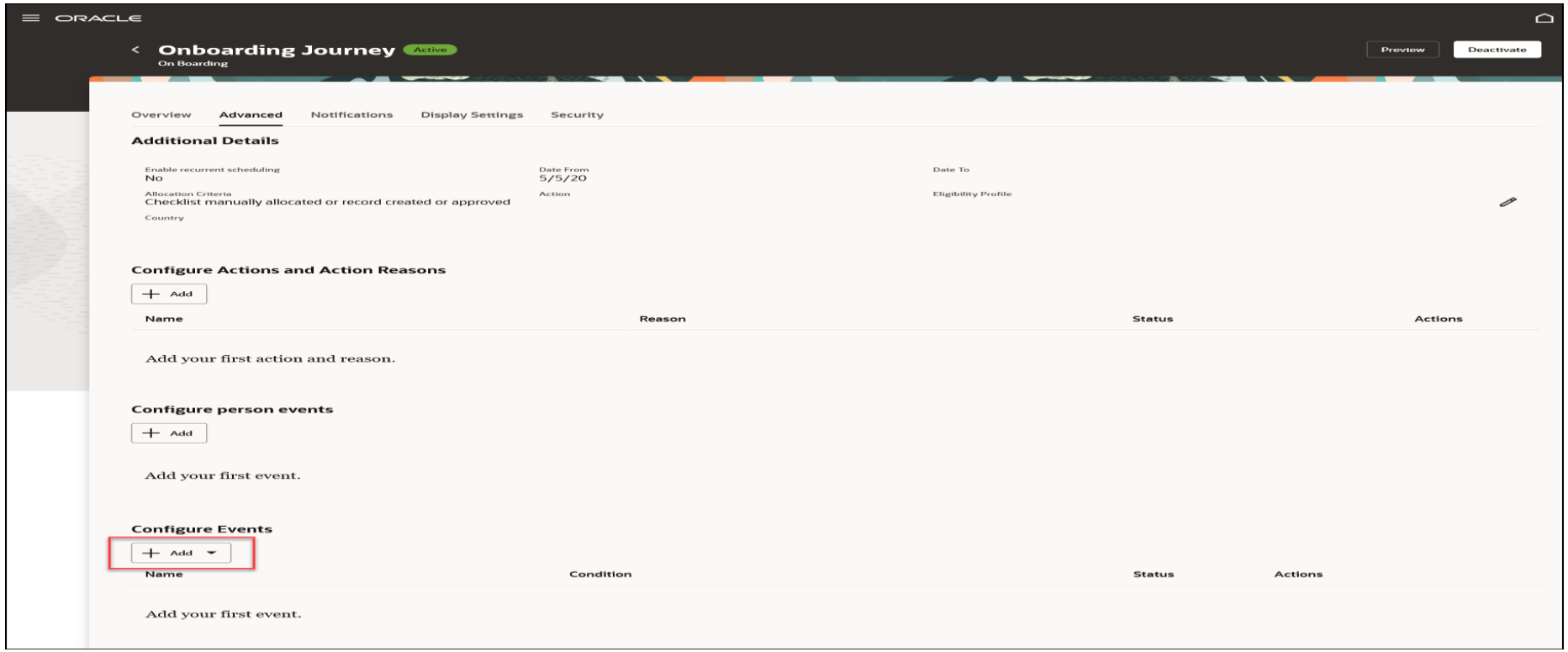
Details:

- You can use the Redwood Rule Builder in the new Redwood journeys setup pages to configure various criteria for journeys and tasks.
- You need to enable the ORA_PER_JOURNEYS_SETUP_REDWOOD_ENABLED profile option to enable the Redwood journeys setup pages and use the Rule Builder. By default, this profile option is set to N.



Impact Analysis

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

Business Benefit:

The Redwood Rule Builder provides a single user experience across different journeys pages in HCM.

REDWOOD EXPERIENCE FOR LOCAL AND GLOBAL TRANSFER PROCESS

Mastek
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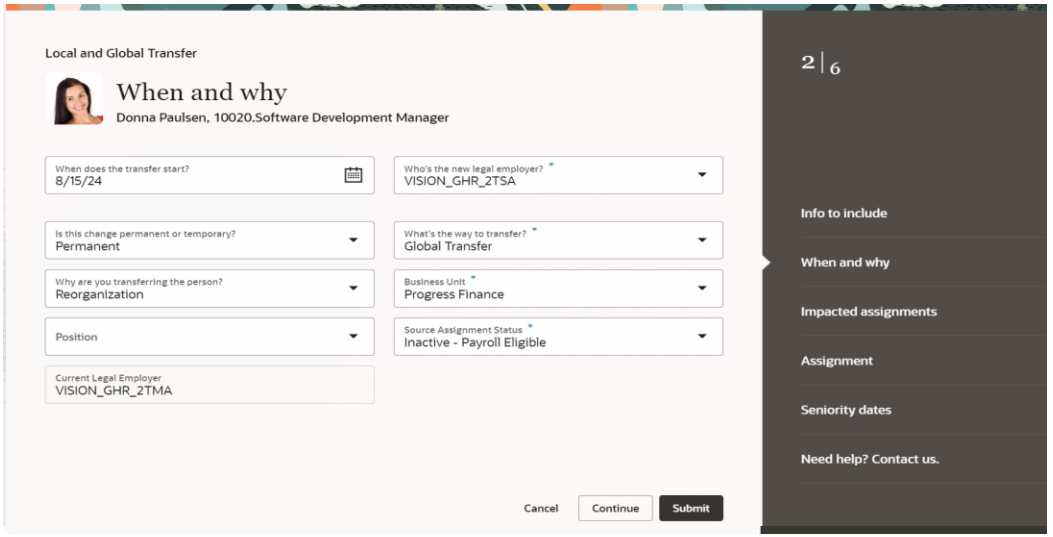
Details:

- The enhancements on Local and global transfer page are delivered as part of this feature.
  - Placement of fields
  - New profile option to copy data from source assignment during global transfer and global temporary assignment.
  - When you do a global transfer, you can now view all the assignments that are getting inactivated because of this action.
  - Person info including name, national identifiers, biographical info, address, phone, citizenship, passport, and visa are now displayed as separate steps. Earlier, they were displayed as part of person details, contact info, and other info sections.



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

Business Benefit:

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

HIDE ACTIONS BUTTON ON REDWOOD EMPLOYMENT INFO PAGE

Mastek
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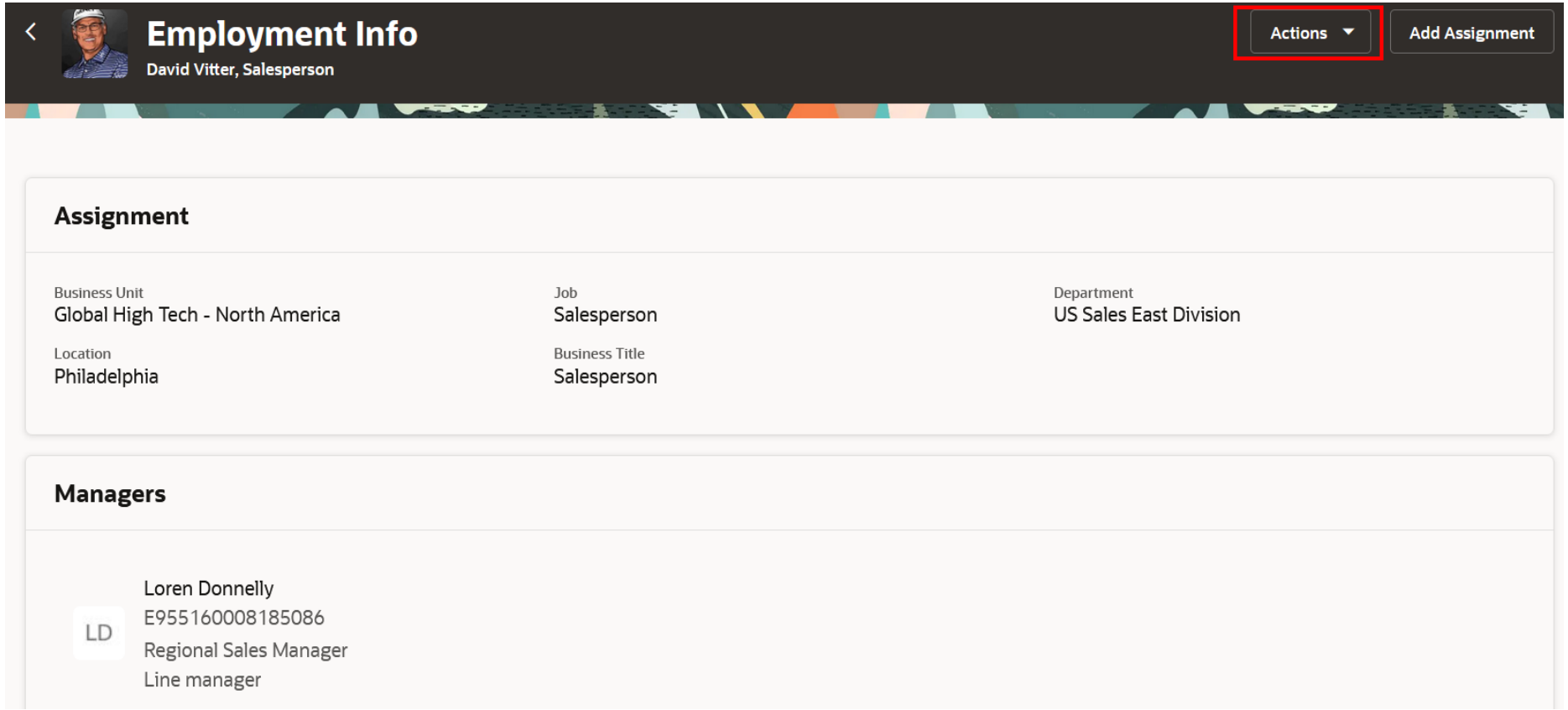
Details:

- You can now hide the Actions button on the Redwood Employment Info page using the hideActionsMenu page property in Visual Builder Studio (VBS).



Impact Analysis

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

Business Benefit:

Hiding the button will simplify and streamline the page for line managers and HR Specialists.

RECORD NOTES IN REDWOOD EMPLOYMENT PROCESSES

Mastek
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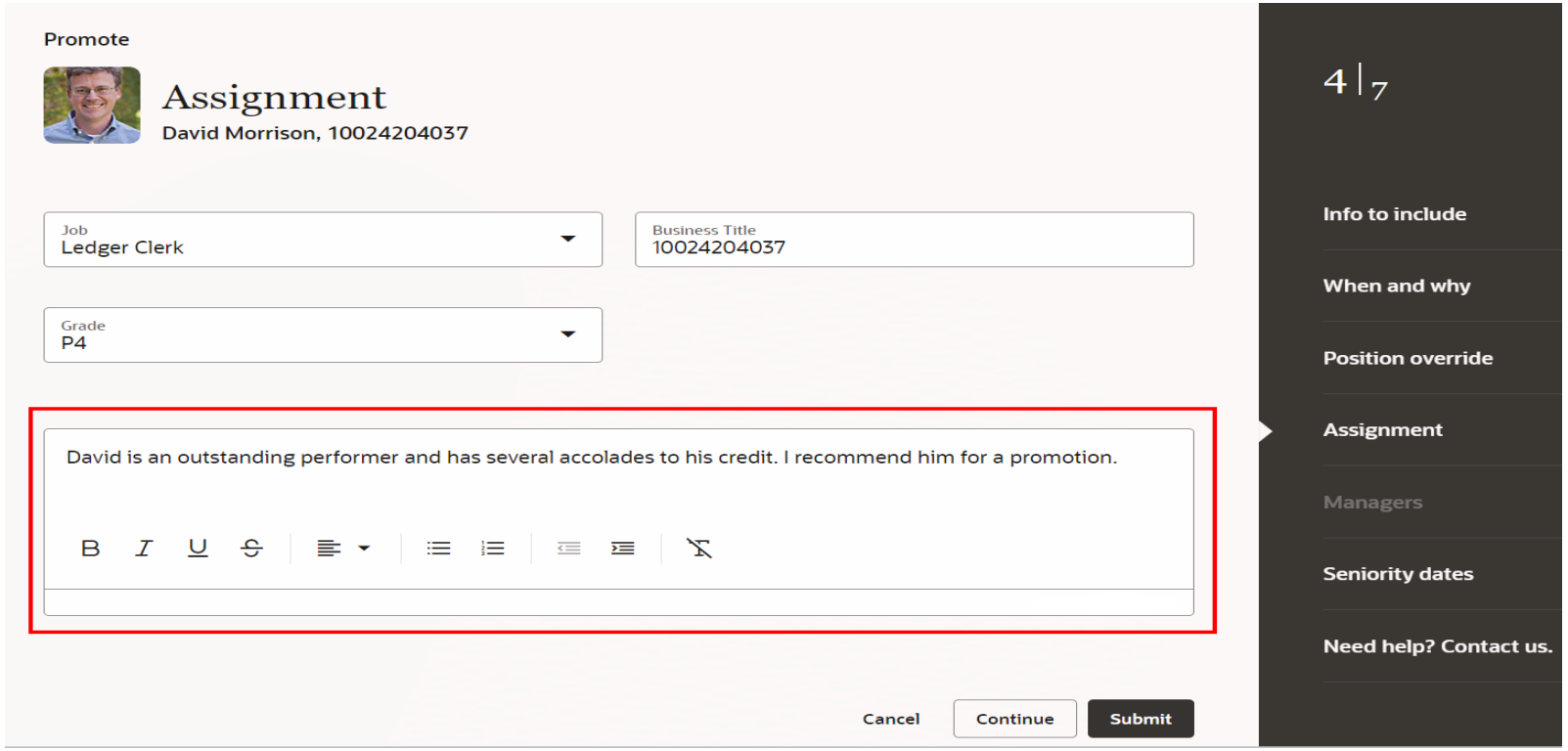
Details:

- You can now record additional notes while making employment changes using Redwood employment processes.
- This feature is also available in HCM Data Loader (HDL). If you can add assignment details in the .dat file, then you can add notes.



Impact Analysis

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

Business Benefit:

This feature enables line managers and HR Specialists to capture additional notes about an assignment change..

REDWOOD EXPERIENCE FOR WORK RELATIONSHIP PROCESS

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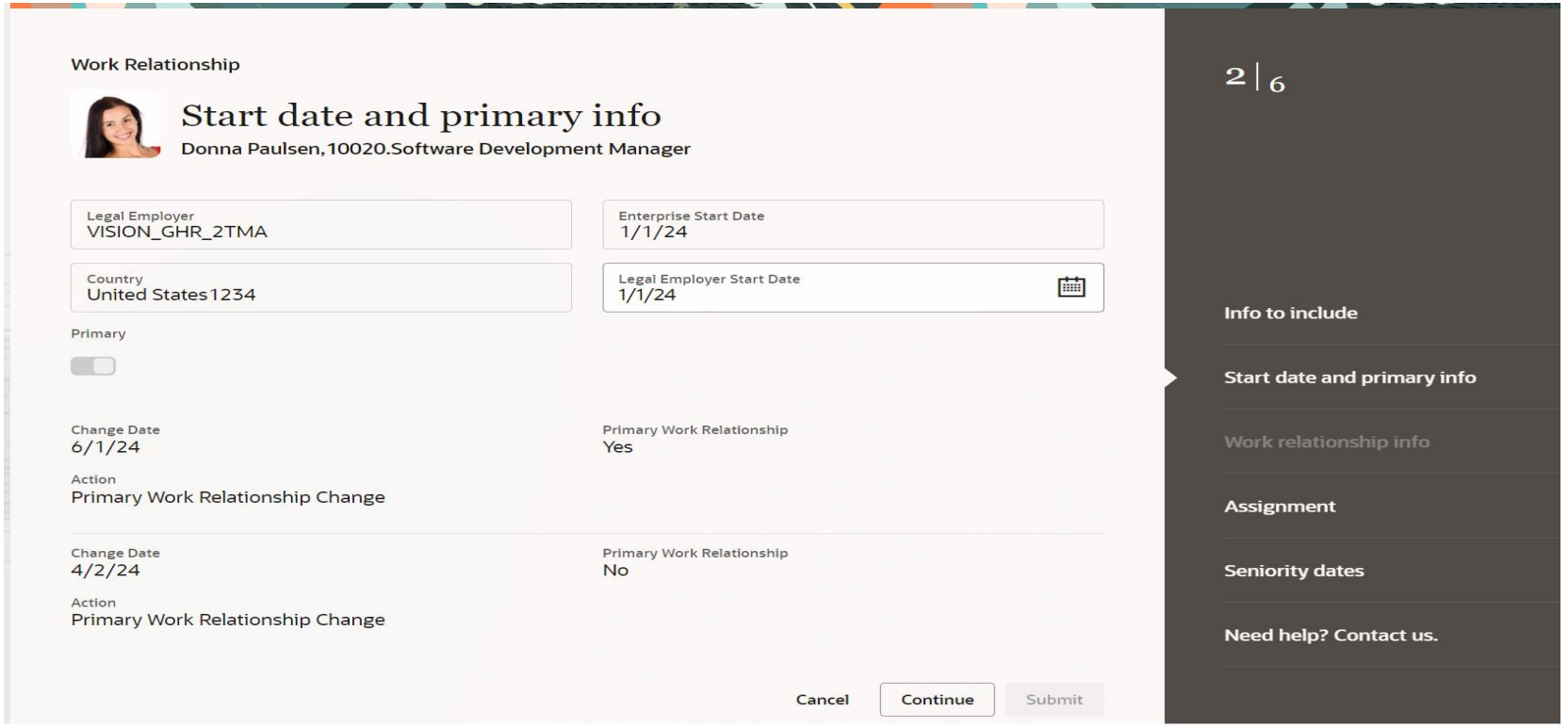
Details:

- Using this process you edit work relationship, legal employer start date, primary status of the work relationship, and the descriptive flexfields.
- You can choose the steps that you want to edit in the questionnaire page. Start date and primary info, Assignments, Seniority dates, and Need help? Contact us steps are displayed, by default.



Impact Analysis

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

Business Benefit:

The new page offers a modern look and feel and a smaller number of clicks with better performance. You can take advantage of the cohesiveness through the application with the new page.

CONFIGURE GUIDED JOURNEYS USING ONLY STANDALONE REDWOOD GUIDED JOURNEY QUICK ACTION

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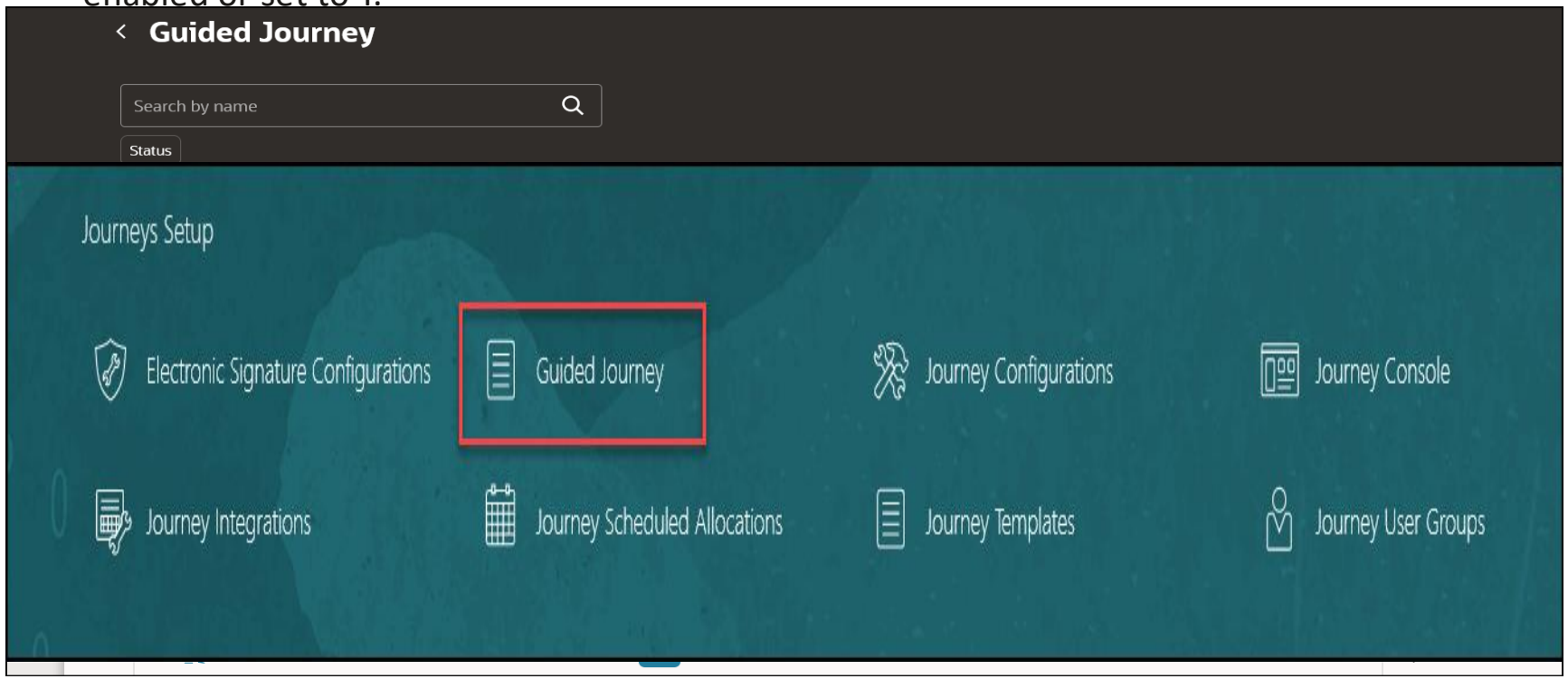
Details:

- It provides a simplified the process to create guided journeys by only retaining the Redwood Guided Journey quick action in the Journeys Setup area under the My Client Groups tab.
- This will be a standalone Redwood quick action and the only way to configure guided journeys.
- By default, the ORA_PER_GUIDED_JOURNEYS_SETUP_REDWOOD_ENABLED profile option is enabled or set to Y.



Impact Analysis

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

Business Benefit:

Users have a simplified single source to create guided journeys.

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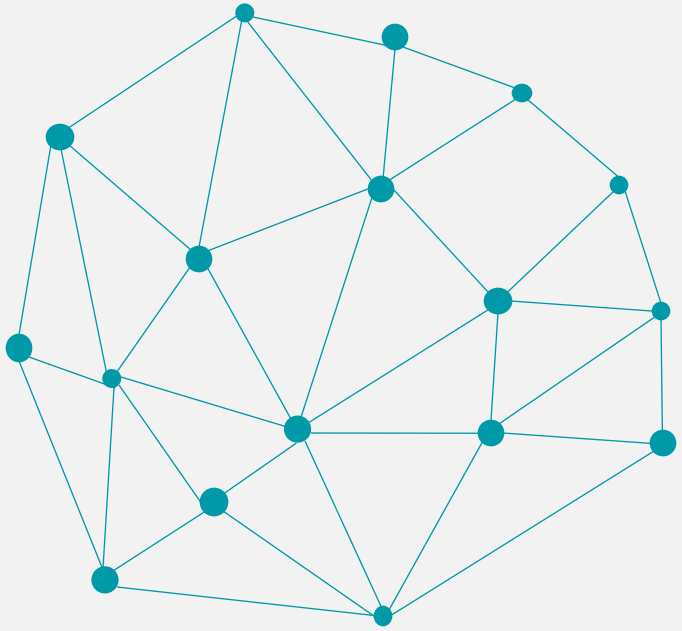

NEW FEATURES

Rest–Opt in’s

SUPPORT FOR PEOPLE GROUP AND DEFAULT EXPENSE ACCOUNT KEY FLEX FIELDS (KFFS) IN REDWOOD EMPLOYMENT UPDATE PROCESSES

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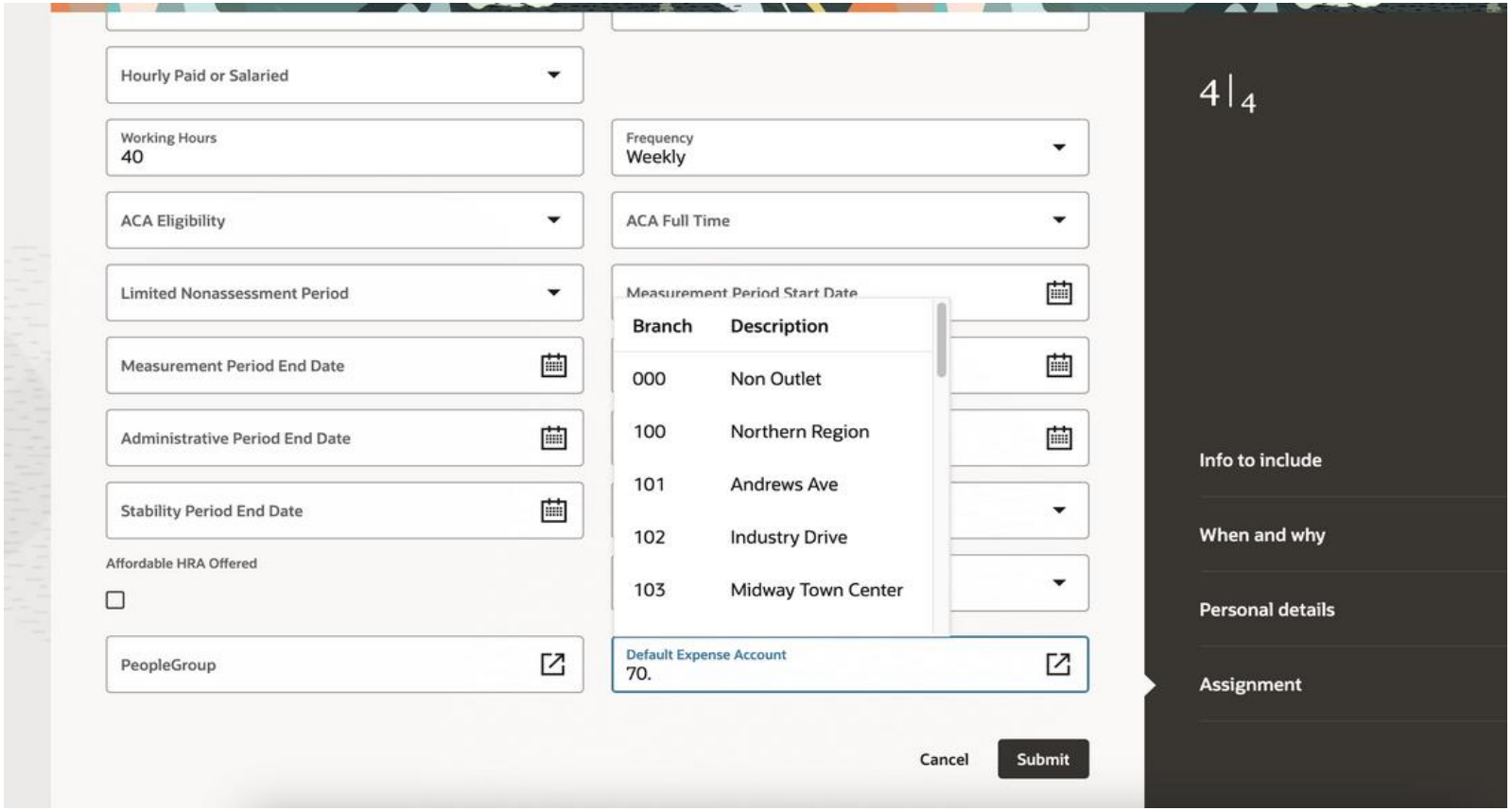
Details:

- You can now update the People Group and Default Expense Account key flexfields (KFF) in Redwood employment update processes.



Impact Analysis

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

Business Benefit:
This feature provides the ability to update key flex fields data as part of the employment update transactions.

ENHANCEMENTS TO TEAM ACTIVITY CENTER

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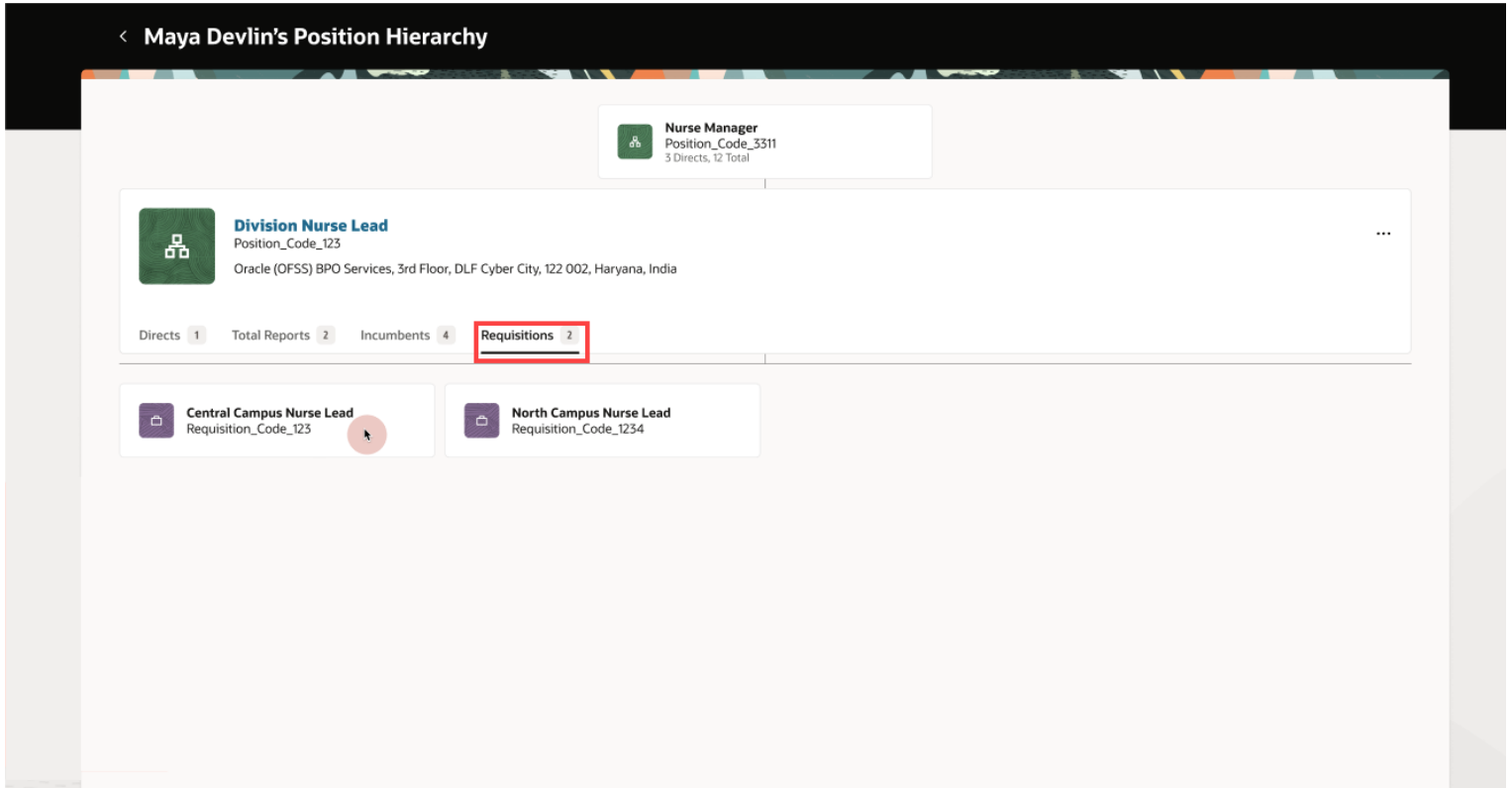
Details:

- A new tab, Requisitions, has been added to the Position Hierarchy page that lets you view the details of the requisitions.
- You can now personalize the Position Hierarchy and Organization Hierarchy pages on Team Activity Center using business rules in Visual Builder Studio.
- You can hide or display fields and values according to your requirement.



Impact Analysis

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

Business Benefit:

The new tab provides enhanced and easier way to scan the requisition details in a position and avoids the need for longer navigation paths and business rules enhances your users' experience by personalizing the page according to your business needs and requirements.

CHECKLISTS AND ONBOARDING TO BE REPLACED WITH JOURNEYS IN UPDATE 25A

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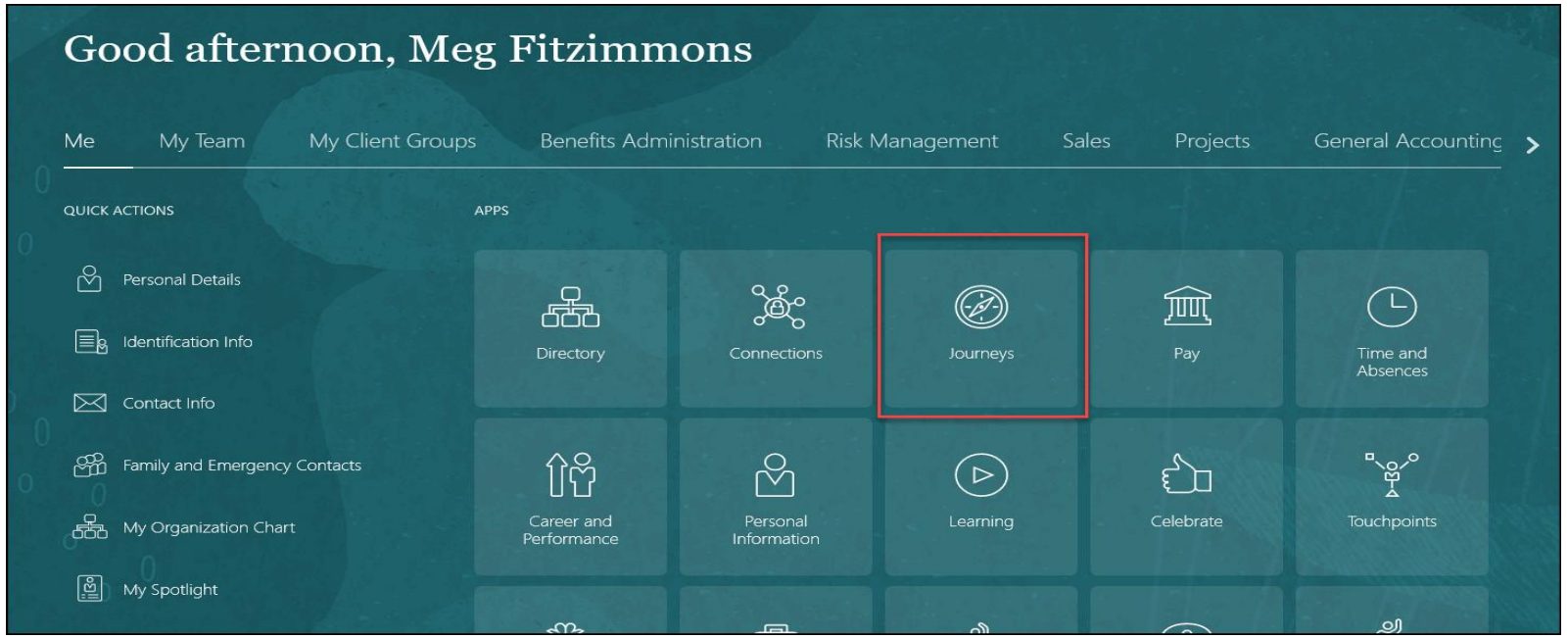
Details:

- using Redwood Journeys which was introduced in Update 21A for Onboarding. Starting Update 25A, Onboarding will only be available and supported through Journeys, and not through Responsive pages. Here are the reasons why you need to make the move now:
  - By default, the ORA_PER_JOURNEYS_ENABLED site-level profile option will be enabled (profile value set to Y).
  - The Onboarding and Checklists Tasks apps will no longer be available for use.
  - Support won't be available for Responsive Checklist Tasks, Onboarding, and Allocated Checklist pages.



Impact Analysis

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

Business Benefit:

Use the Journeys app to manage all journey categories, be it predefined or user-defined from a single place.

Closing Q&A

CLOUD ENHANCEMENT & MANAGED SERVICES

CLOSING NOTE

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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 24D	7-Oct-24	4:30 PM GMT / 5:30 PM CEST / 11:30 AM EST
Workforce Management & Global Payroll Oracle Quarterly Updates 24D	8-Oct-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST
Supply Chain Management (Procurement & Advanced Procurement) Oracle Quarterly Updates 24D	8-Oct-24	4:30 PM GMT / 5:30 PM CEST / 11:30 AM EST
HR Helpdesk & ORC Oracle Quarterly Updates 24D	9-Oct-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST
Supply Chain Management (Inventory & Order Management) Oracle Quarterly Updates 24D	9-Oct-24	4:30 PM GMT / 5:30 PM CEST / 11:30 AM EST
Talent & OLC Oracle Quarterly Updates 24D	15-Oct-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST
Benefits & Compensation Oracle Quarterly Updates 24D	16-Oct-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST

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THANK YOU

CLOUD ENHANCEMENT & MANAGED SERVICES

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