

# Mastek

Cloud Enhancement &  
Managed Services

Live Webinar

**Host:**

Hardik Patel  
CEMS Operations Manager

**Speaker:**

Muskan Gupta  
Oracle HCM Consultant

**Panelist:**

Rajesh Aduri  
Sr. Consultant

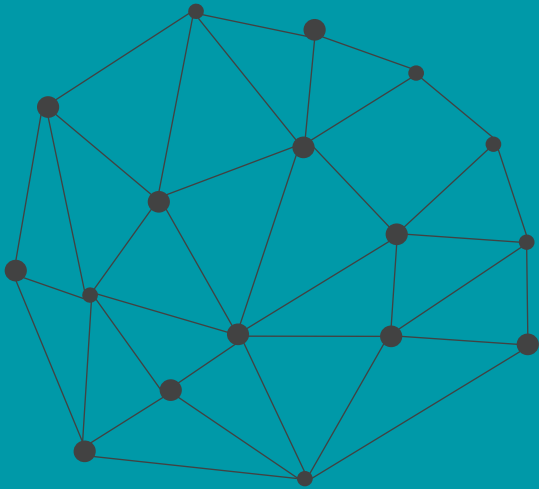
## 24D - ORACLE TALENT MANAGEMENT & OLC UPDATE

*Empowering you for the next update*



ORACLE | Partner

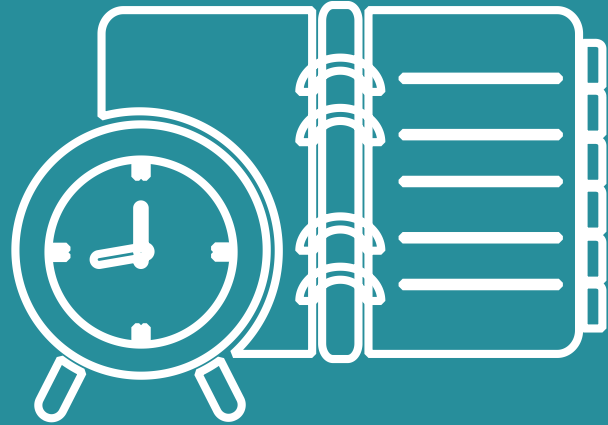




## **DISCLAIMER**

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.

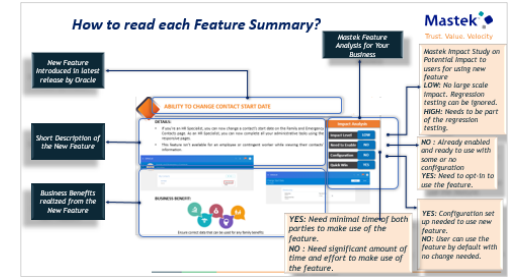
# AGENDA



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**

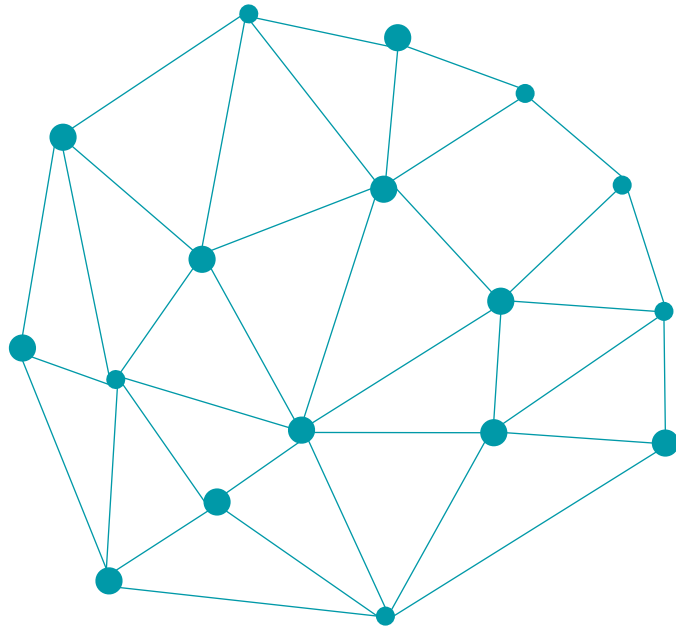
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

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

# ACTIVITY TIME VISIBLE IN AVAILABLE OFFERINGS

**Details:** Learners can view the activity date, time, and time zone for any instructor-led or blended offering with a single instructor-led activity on the Available Offerings page. Managers can see this information on the Assign Learning page.

**Note:** If an offering includes multiple instructor-led activities, these details won't appear.

**Oracle Learning**

**Available Offerings**

Start on or After [Calendar Icon]    End on or Before [Calendar Icon]    City [Text Box]    Language [Dropdown Arrow]

Activity Date & Time	Activity Name	Location	Seats Remaining	Action
3/4/24 - 3/5/24	Classroom Training #1 American English	Hyderabad, IN Salarpuria Cyber Park, Plot no 67 Campus Meeting Room 1	0 Seats Remaining	Join Waitlist
3/4/24 - 3/5/24	Classroom Training #2 French	Paris, FR 15 Boulevard Charles de Gaulle, Newton Conference Room	2 Seats Remaining	Enroll
<u>3/5/24 9:00AM - 11:00AM EST</u>	<u>Classroom Training #3</u> American English	Orlando, US Lakefront Building, 7453 TG Lee Blvd Classroom #3	5 Seats Remaining	Enroll
3/6/24 - 3/7/24	Classroom Training #4 Arabic	Dubai, AE Office # 401, 4th Floor, Building # 12, Oracle Building Classroom #9	9 Seats Remaining	Enroll
<u>3/8/24 1:00pm - 5:00pm CET</u>	<u>Classroom Training #6</u> German	Hamburg, DE Kühnehöfe, ORACLE Deutschland B.V. & Co. KG Classroom #10	10 Seats Remaining	Enroll

## Learning

### Impact Analysis

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

**Business Benefits:**  
This enhancement lets learners and managers make informed enrollment decisions without having to open the details page of each offering individually.

# LEARNER ATTENDANCE FORM AND QR CODE

**Details:** Learners can now confirm they attended an instructor-led activity using the unique URL or QR code provided to them. If the offering includes a required evaluation, they need to complete the evaluation before confirming they attended. Other wise if there's an optional evaluation, they can optionally complete it after confirming they attended.

When you create an instructor-led offering activity, the app automatically generates a unique URL and QR code for you to share with learners or instructors.

Learning

Impact Analysis

Impact Level **LOW**

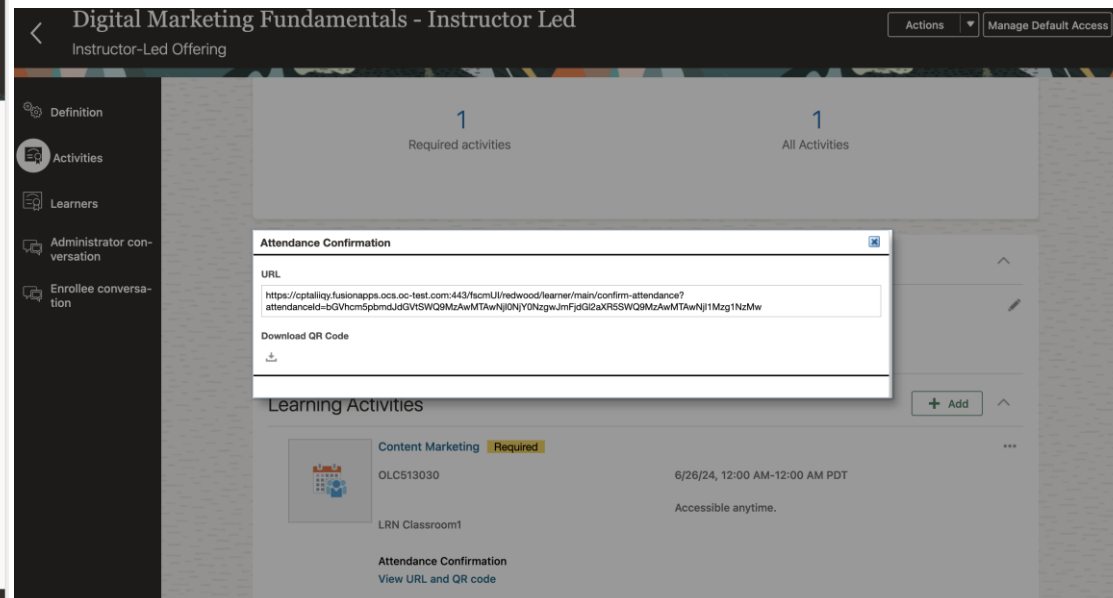
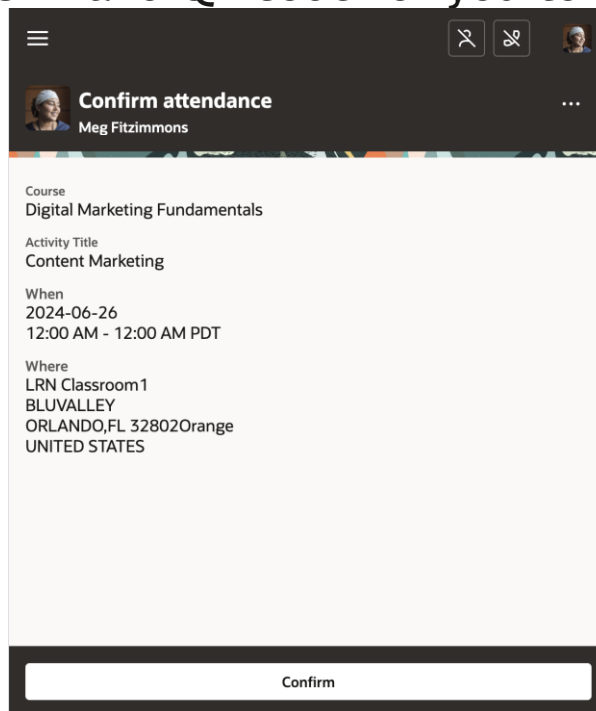
Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**

This enhancement simplifies the learner experience for marking their attendance and ends the need for instructors to do this task.



# LEARNING CATALOG BROWSE AND SEARCH UPDATES

**Details:** You can now browse or search the learning catalog from a single page instead of needing to navigate between two pages. And you need fewer clicks with the new automatically expanding card when hovering over a learning item on the page.

- The learning catalog page can now be accessed directly with search parameters in the URL so the page loads already filtered by the keywords you provide.

/fscmUI/redwood/learner/learn/learning-catalog?searchTerms=Oracle%20Learning&tab=explore

Learning

Impact Analysis

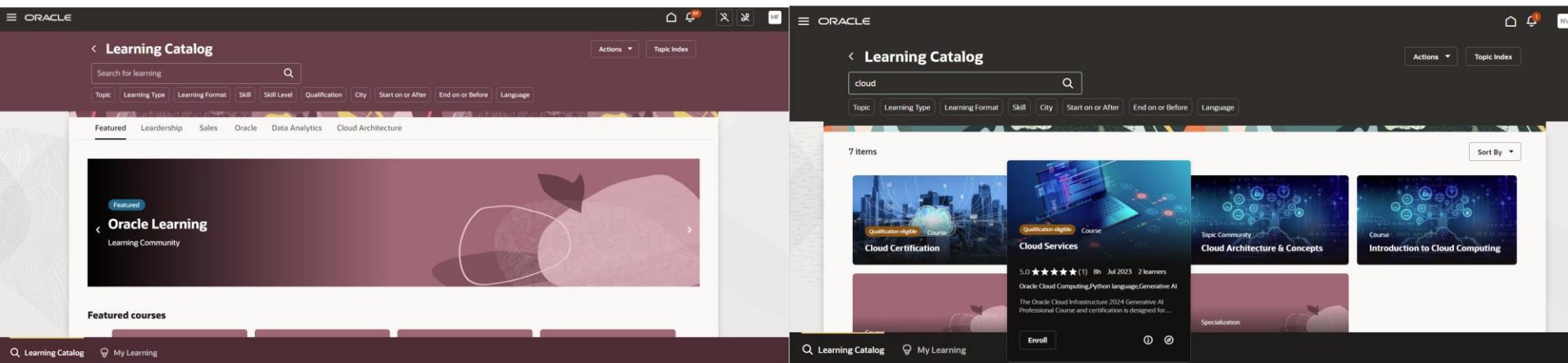
Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:** These enhancements enrich the learner experience by consolidating their actions in the learning catalog.





# AUTOMATICALLY LAUNCH PDF AND URL CONTENT

**Details:** Automatically launch self-paced offering activities after self-enrollment when the content is a PDF file or URL. This change improves learner experiences by reducing the clicks they need to do, when these are the only activities required to complete the enrollment.

Learning

Impact Analysis

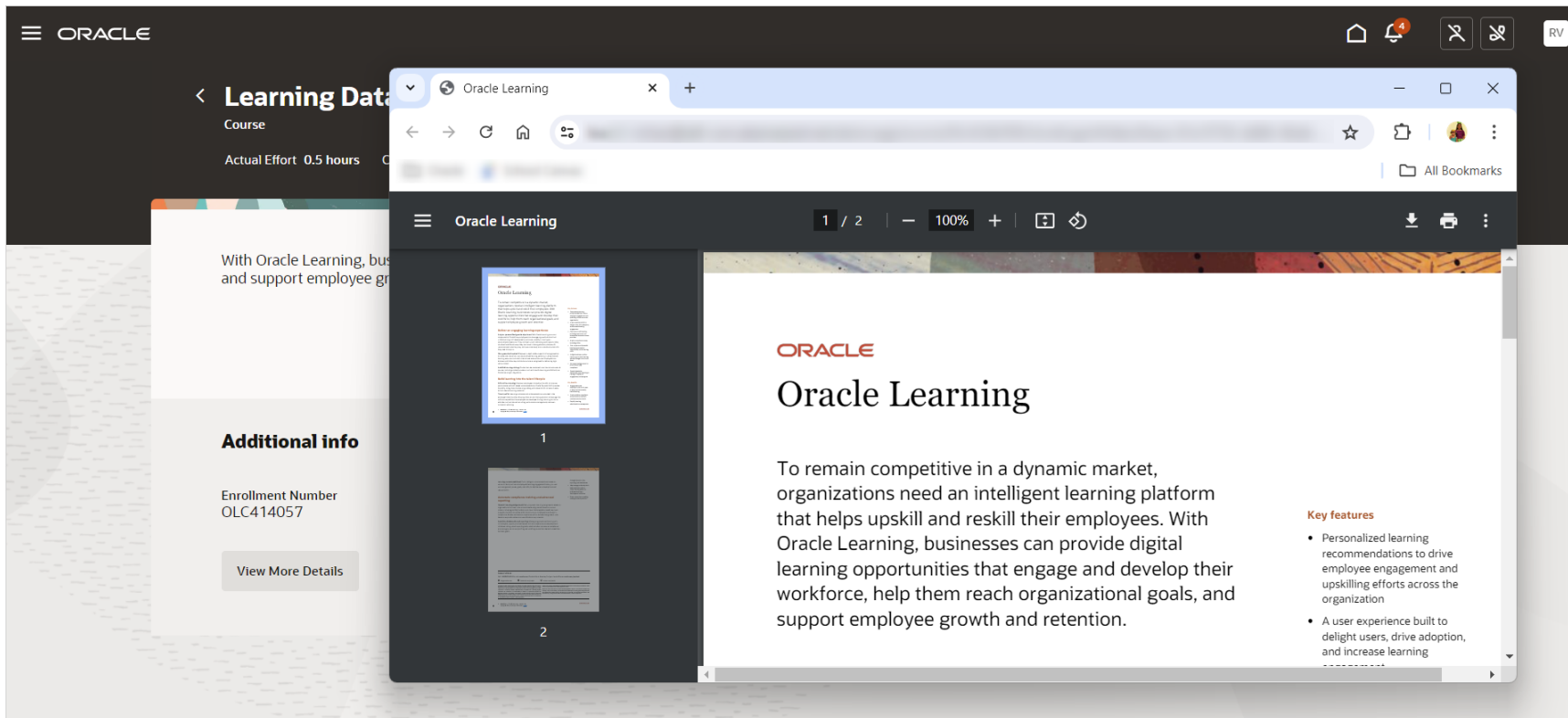
Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

**Business Benefits:**  
This enhancement lets learners engage with PDF and URL content more quickly and easily.



# LEARNING CATALOG SEARCH CONFIGURATION

Learning

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
This enhancement enables you to tailor the learner experience for a more natural browsing experience, making it easier for learners to find relevant content.

**Details:** You can now tailor the learner self-service catalog search experience by configuring the application to produce fewer, more targeted search results. We have three search modes you can choose from:

**Aggressive Mode (default):** This is the existing search mode and the default setting.

**Relaxed Mode:** This new mode returns the fewest learning items.

**Neutral Mode:** This new mode returns more learning than the relaxed mode but fewer learning than the aggressive mode

Learning Attribute	Aggressive	Relaxed	Neutral
Title	Starts with any one of the search terms or Contains any one of the search terms in any order or position	Is an exact match to the search terms or Contains all search terms as entered	Is an exact match to the search terms or Contains all search terms as entered or Contains all search terms individually in any order or position
Skills and Qualifications	Contains any one of the provided search terms	Contains all search terms as entered	Contains all search terms as entered or Contains all search terms individually in any order or position
Short or long description	Contains any one of the provided search terms	Contains all search terms as entered	Contains all search terms as entered or Contains all search terms individually in any order or position
Learning item number	Is an exact match to the search terms	Is an exact match to the search terms or Starts with all search terms as entered	Is an exact match to the search terms or Starts with all search terms as entered

# SEARCH WITHIN TOPICS

**Details:** Use the new topic details page, which features an optimized design for displaying cover art, listing all child learning, and enabling searching and sorting page content. Open this page from the self-service Learning Catalog page. You can find more information about a child learning in the Additional info drawer panel. Open the panel by clicking a learning card.

## Learning

### Impact Analysis

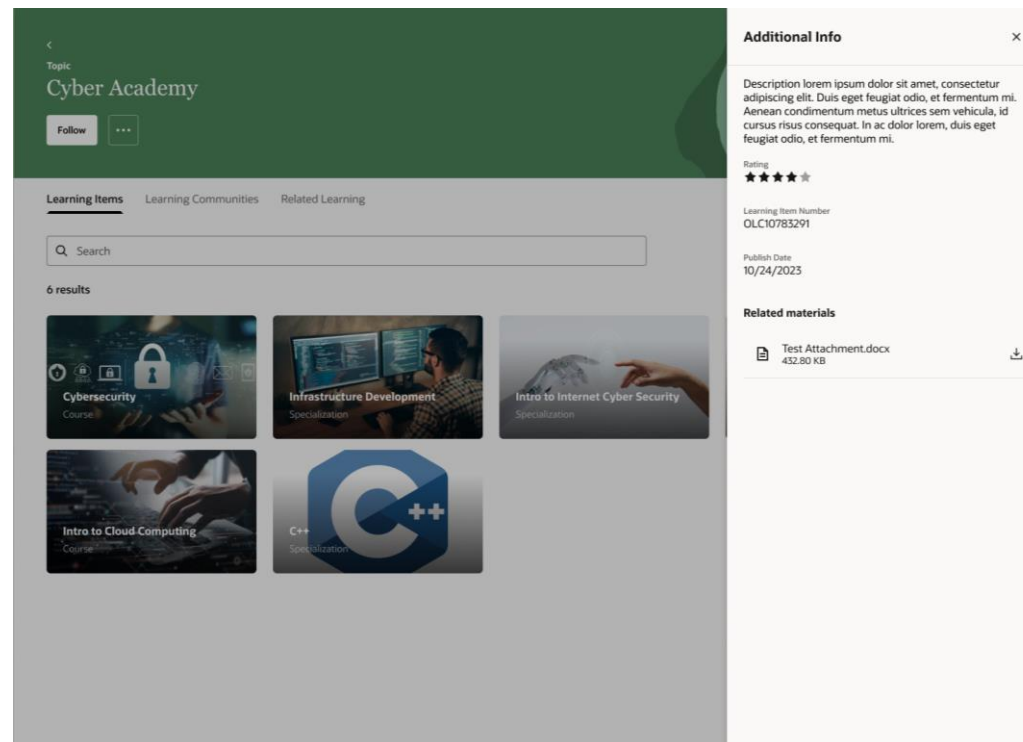
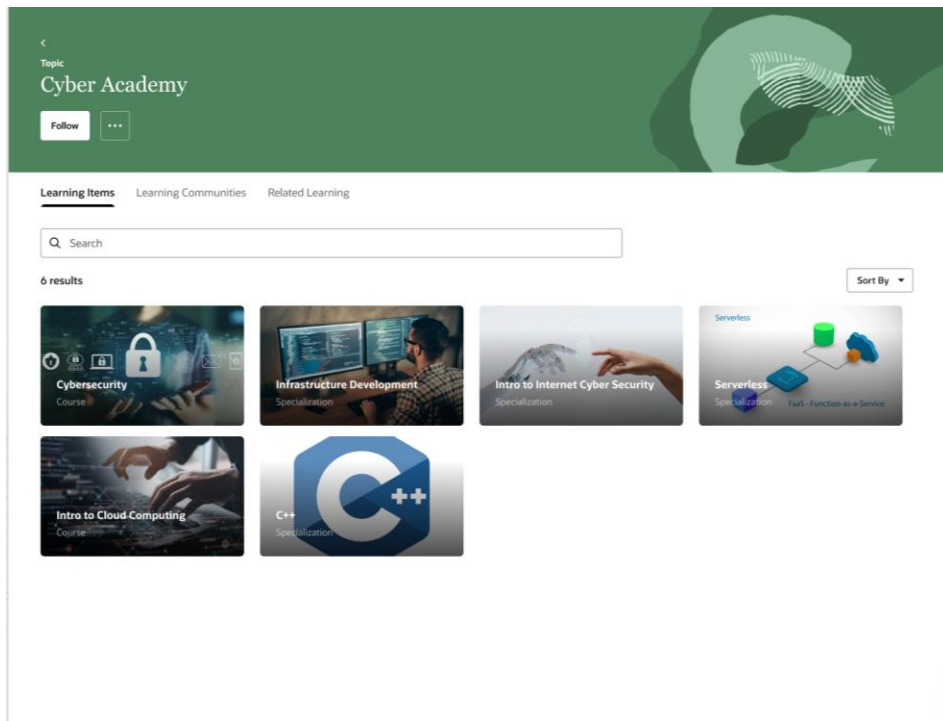
Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

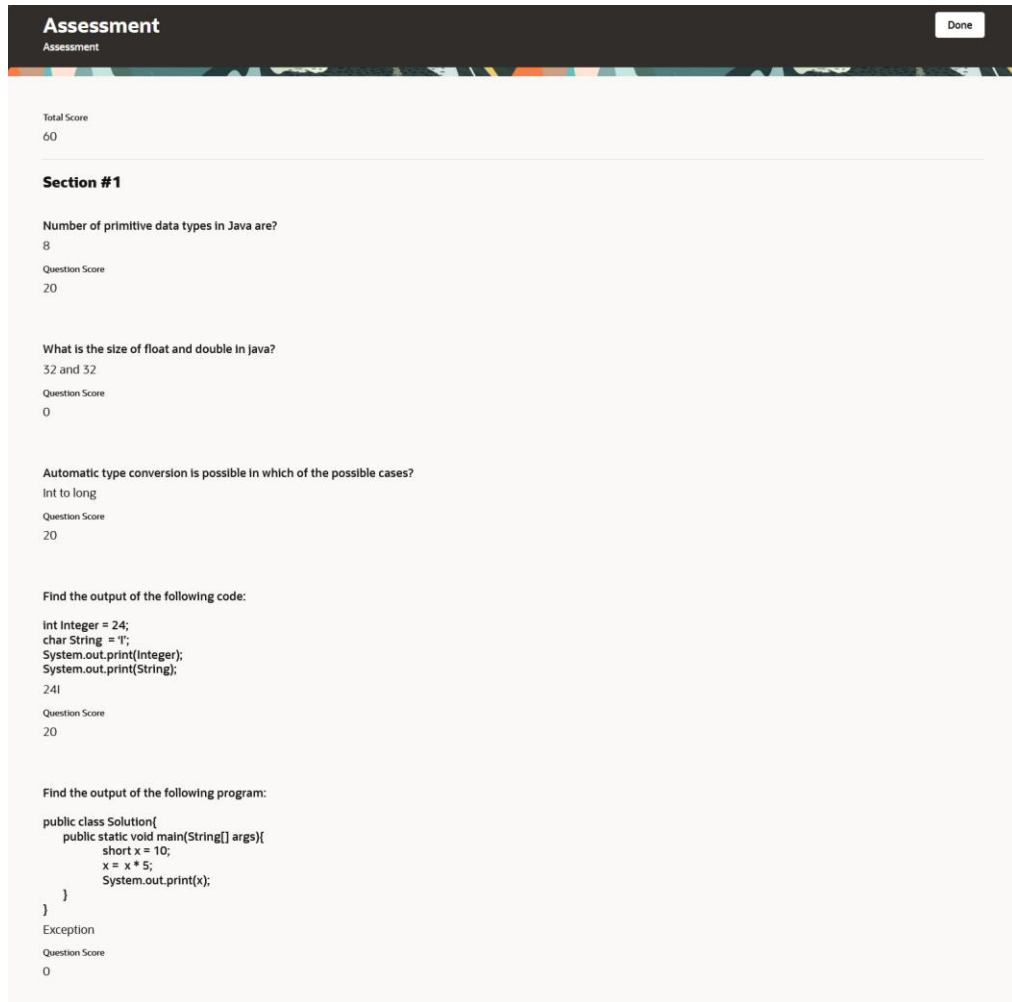
Quick Win **YES**

**Business Benefits:**  
This enhancement streamlines navigation and improves learner engagement.



# VIEW QUESTIONNAIRE RESPONSE AND SCORING FOR ASSESSMENT

**Details:** You can now view the scores and response feedback for all questions in an assessment. On the enrollment details page, in the Past Attempts section, click the Review Attempt button.



The screenshot shows an 'Assessment' page with a 'Done' button in the top right. It displays the following information:

- Total Score: 60
- Section #1
  - Question: Number of primitive data types in Java are?  
Answer: 8  
Question Score: 20
  - Question: What is the size of float and double in java?  
Answer: 32 and 32  
Question Score: 0
  - Question: Automatic type conversion is possible in which of the possible cases?  
Answer: Int to long  
Question Score: 20
  - Question: Find the output of the following code:  
Code:

```
int Integer = 24;
char String = 'T';
System.out.print(Integer);
System.out.print(String);
```

  
Answer: 24T  
Question Score: 20
  - Question: Find the output of the following program:  
Code:

```
public class Solution{
    public static void main(String[] args){
        short x = 10;
        x = x * 5;
        System.out.print(x);
    }
}
```

  
Answer: Exception  
Question Score: 0

## Learning

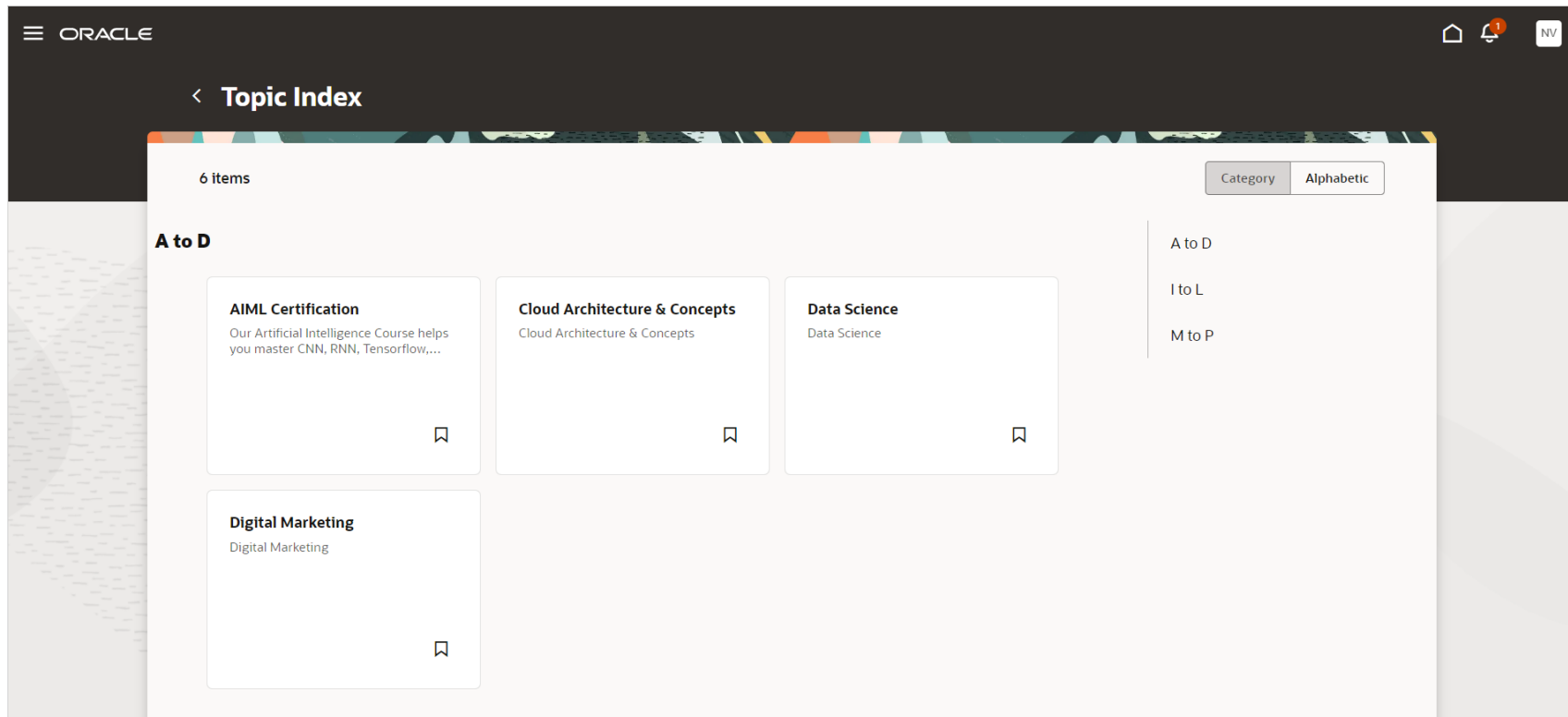
## Impact Analysis

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

**Business Benefits:**  
This enhancement lets you and learners identify which questions they are finding hard to answer.

# TOPIC INDEX ADDITIONAL LANGUAGE SUPPORT

**Details:** The topic index alphabetical grouping view is now available for learners in French, Canadian French, German, Italian, Dutch, Spanish, and Brazilian Portuguese. When your session is in any other language except English, the A-to-Z topic index grouping option won't appear; only the category grouping view will be available.



## Learning

### Impact Analysis

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

**Business Benefits:**  
This enhancement lets people view the topic index in an alphabetical grouping, in any one of multiple languages.

# ENHANCED MY LEARNING PAGE

## Learning

**Details:** When learners' My Learning Experiences pages open with no enrollments, they now see a message encouraging them to try searching the learning catalog.

The Search the Catalog button takes learners to their Me > Learning > Search tab with any previously entered search term carried over and automatically populated in the search field. Any learning that matches the search criteria is shown.

## Impact Analysis

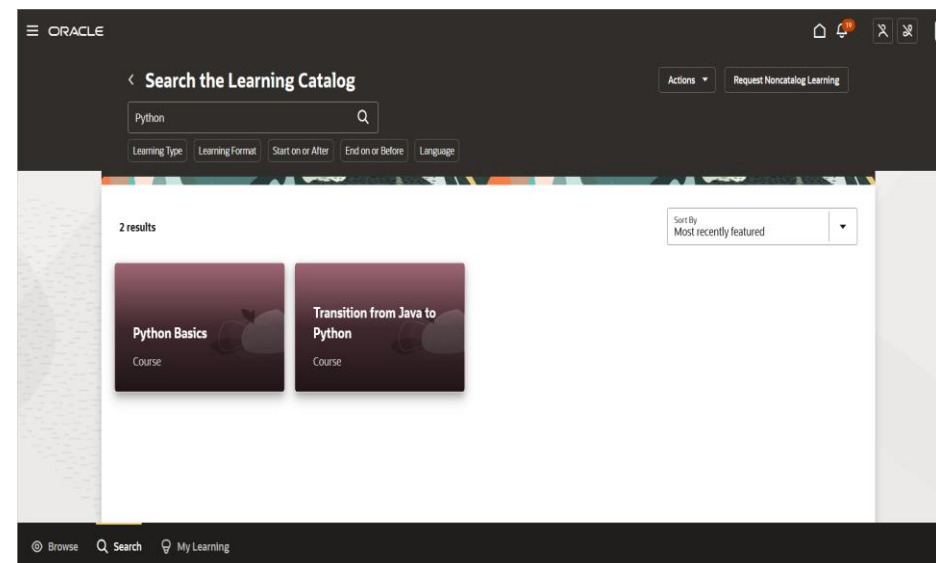
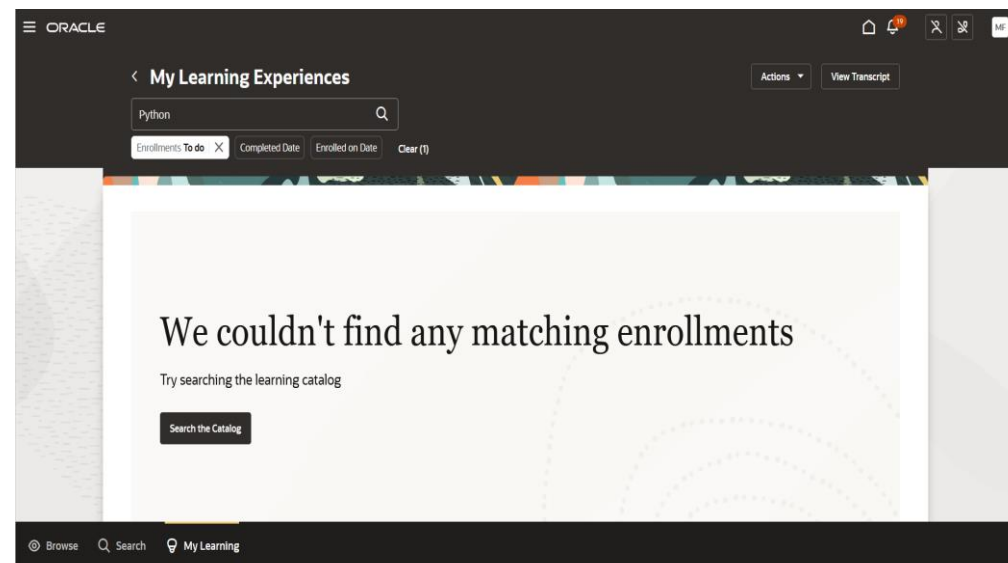
Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
With this enhancement, you can now discover relevant learning with a single click, even if it hasn't been assigned to you.



# MANAGING SELF-PACED LEARNING REDWOOD EXPERIENCE

## Learning

**Details:** Self-paced learning content can now more easily be published to your learning catalog in a single workflow. Use the redesigned experience in Redwood that combines all previous steps of creating a course, offering, activity, and content into a single user experience.

### Impact Analysis

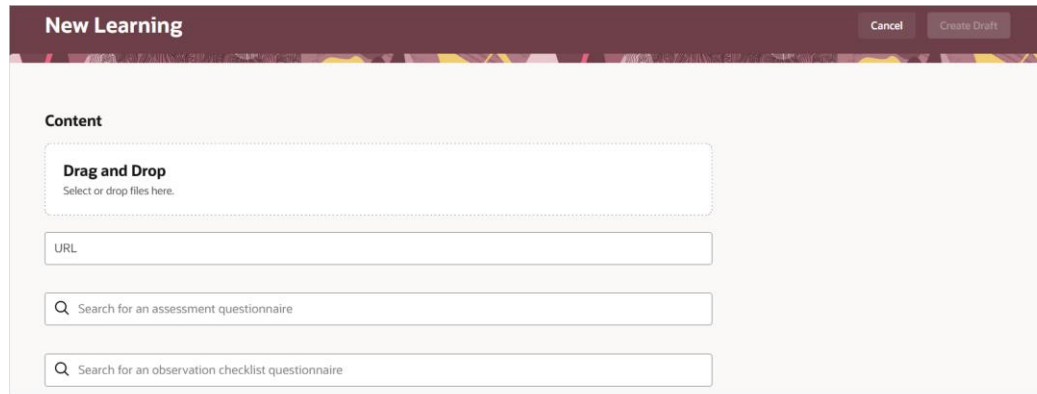
Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
This enhancement greatly simplifies catalog manager tasks.



**New Learning** [Cancel] [Create Draft]

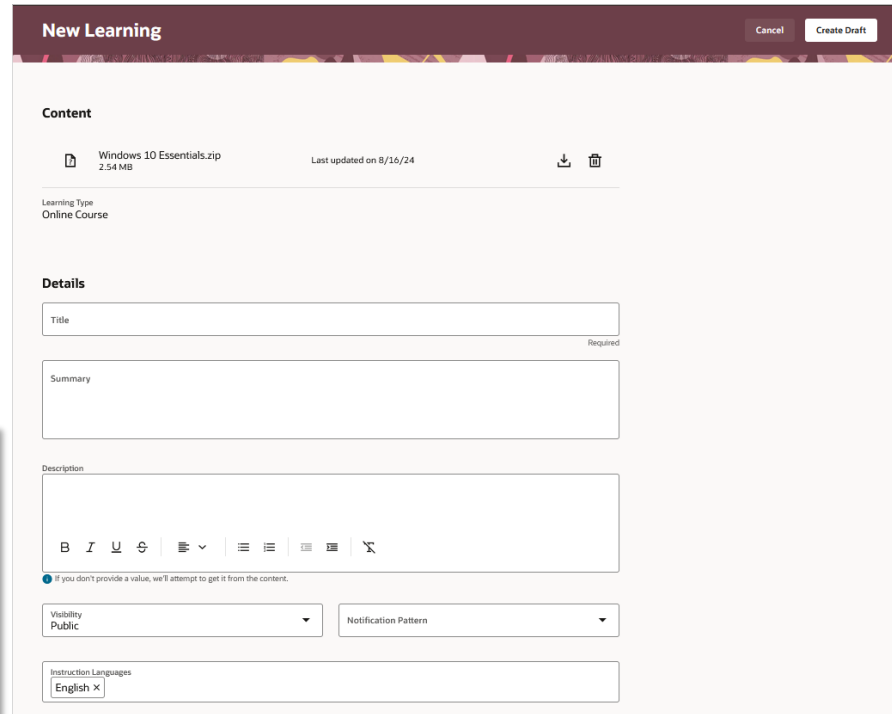
**Content**

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

URL

Search for an assessment questionnaire

Search for an observation checklist questionnaire



**New Learning** [Cancel] [Create Draft]

**Content**

Windows 10 Essentials.zip  
2.54 MB  
Last updated on 8/16/24

Learning Type  
Online Course

**Details**

Title

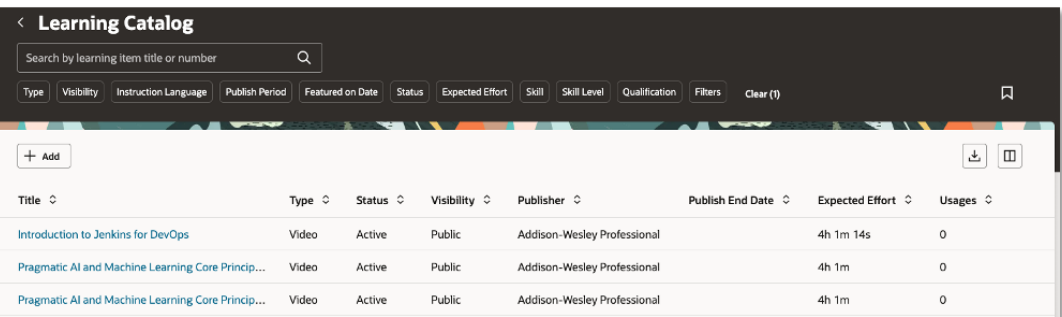
Summary

Description

Visibility: Public

Notification Pattern

Instruction Languages: English X



**Learning Catalog**

Search by Learning Item title or number

Type Visibility Instruction Language Publish Period Featured on Date Status Expected Effort Skill Skill Level Qualification Filters Clear (1)

Title	Type	Status	Visibility	Publisher	Publish End Date	Expected Effort	Usages
Introduction to Jenkins for DevOps	Video	Active	Public	Addison-Wesley Professional		4h 1m 14s	0
Pragmatic AI and Machine Learning Core Princip...	Video	Active	Public	Addison-Wesley Professional		4h 1m	0
Pragmatic AI and Machine Learning Core Princip...	Video	Active	Public	Addison-Wesley Professional		4h 1m	0

# RESTRICTED AZURE PERMISSIONS FOR MICROSOFT INTEGRATIONS

## Learning

**Details:** The Microsoft Teams and Outlook integration with Oracle Learning no longer requires elevated permissions in the Azure app. The Azure App requires permission to read user data to validate the username. With this enhancement, User.ReadAll permission is replaced by User.ReadBasic.All which is much more restrictive and returns only basic user information, such as the name, email address, and photo.

Steps for the Azure Administrator to implement this change:

- In the Azure portal, navigate to the Azure app created for your Microsoft Teams and Outlook integrations.
- Navigate to App Permissions.
- Remove User.ReadAll permission
- Add User.ReadBasic.All. permission and grant administrator access.

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

### Business Benefits:

This enhancement provides enhanced security for Microsoft integrations with reduced permission level.



# ADDITIONAL BUSINESS RULES ON SELF-SERVICE AND ADMINISTRATOR PAGES

## Learning

**Details:** Use configurable business rules in Visual Builder Studio to mark attributes as required or optional, hidden, or read only on several form pages.

Record External Learning and Request Noncatalog Learning forms for learners and managers:

- Set delivered attributes as required, optional, or hidden, except for completion date and title.
- Set delivered attributes as read only, except for completion date, title, and justification.
- Show or hide descriptive flexfields.

Withdraw form:

- Set comments as required, optional, or hidden.
- Hide the option to exclude the form from learning transcripts.

Assign learning form for managers: Set comment and justification as required, optional, or hidden.

Mark complete form for managers: Set comments and actual effort as required, optional, or hidden.

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

### Business Benefits:

These enhancements let you better configure forms to support your requirements.

# ADDITIONAL COLUMNS IN THE EDIT LEARNING ACTIVITIES WORKBOOK

## Learning

### Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

**Details:** The Learning Activity workbook now includes columns with read-only learner person numbers and primary email addresses. You can filter and sort the data in the workbook using these two new columns. On the offering Learners tab, More Actions menu, select **Edit Learning Activities in a Spreadsheet**. Download the Learning Activities workbook by clicking the **Update in Spreadsheet** button.

The screenshot displays the Learning Activities workbook interface. At the top, there are navigation options: View, Format, Add Learners, Change Status, Edit Assignment, Manage Activities, More Actions, and Mass Action. Below this is a table with the following columns: Name, Status, Initiative Name, Progress, Manager, Person Number, Assignm Date, and OLC488058. The table contains two rows of data:

Name	Status	Initiative Name	Progress	Manager	Person Number	Assignm Date	OLC488058
Nikhil R...	Not Star...		0 / 1	Rakesh Singh	300100010473127	5/17/24	OLC488058
Namita ...	Not Star...		0 / 1	Ravi Chouhan	300100010473116	5/17/24	OLC488056

Below the table, there is a 'Learning Activities' dialog box with a close button (X). The dialog box contains an 'Update in Spreadsheet' button and a 'Cancel' button. The text 'Activity1' is visible in the dialog box.

**Business Benefits:**  
With this enhancement, you can now view additional information and use the columns to sort data.

# MODERATE RATINGS

## Learning

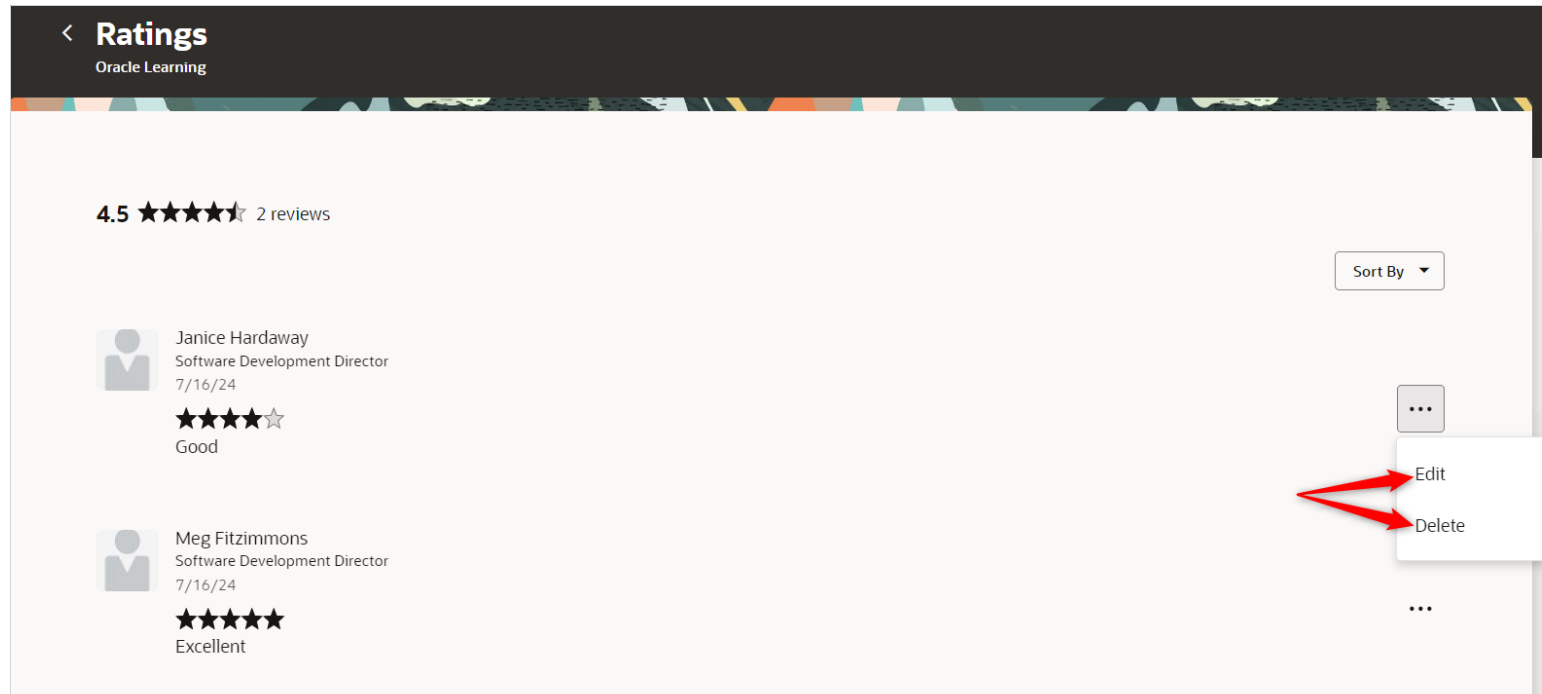
### Impact Analysis

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

**Details:** You can now edit and delete learner ratings for self-service enrollments using a new tab on the course or specialization details page.

- Edit:** Change ratings.
- Delete:** Remove unwanted ratings.

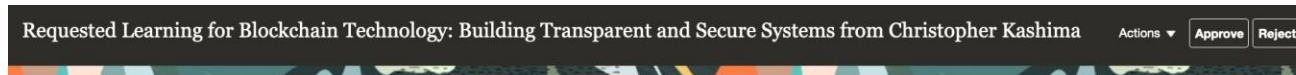
**Note:-** To use this functionality, the Redwood self-service experience needs to be enabled, and the learning administrators need the Learning Specialist role.



**Business Benefits:**  
This enhancement streamlines learning administration tasks for more efficient management of self-service learning.

# REDWOOD TEMPLATES FOR APPROVALS

**Details:** The existing Oracle Business Intelligence (BI) Publisher approval templates for learning requests were upgraded and re-created for Redwood. You don't need to create additional templates (also known as notifications), or versions because there weren't any changes to the data model.



Learning Request  
**Blockchain Technology: Building Transparent and Secure Systems**  
 For Learner Christopher Kashima

**Course** [Blockchain Technology: Building Transparent and Secure Systems](#)

**Request Type** Voluntary

Complete learning after 13.Jun.2024

**Approvers**

- Namita Tadoori
- Assigned To **Meg Fitzimmons** 13.Jun.2024 5:41 AM
- Submitted by **Christopher Kashima** 13.Jun.2024 5:41 AM

## Learning

### Impact Analysis

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

**Business Benefits:**  
 This enhancement continues your journey towards a unified Redwood experience.

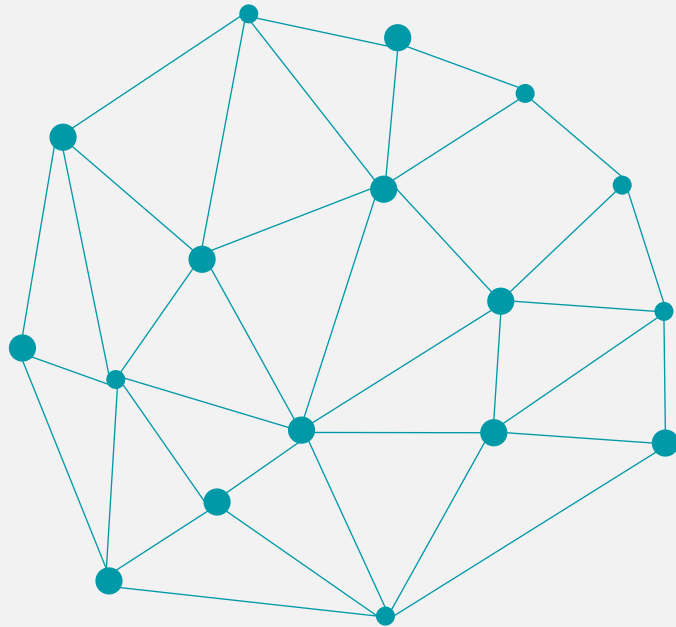
# REPLACED OR REMOVED FEATURES

## Learning

### Details:

From time to time, Oracle replaces existing Cloud service features with new features or removes existing features. When a feature is replaced, the older version may be removed immediately or at a future time. As a best practice, you should use the newer version of a replaced feature as soon as the newer version is available.

Product	Removed Feature	Target Removal	Replacement Feature	Replaced In	Additional Information
Learning	<a href="#">Responsive User Experience Removal Notice</a>	24B	<ul style="list-style-type: none"> <li><a href="#">Activity Sequencing</a></li> <li><a href="#">Enable Redwood Self-Service for Learners</a></li> </ul>		Non-Redwood pages no longer supported after 24B.
Learning / OTBI	Learning Management Subject Area	TBD	<a href="#">Learning Record Subject Area is now Generally Available</a>	21A March/ 21B	Customers should replace any reporting using the Learning Management subjects with the Learning Record subject area.
Learning	<a href="#">WebEx Classroom Provider Removal Notice</a>	24D			WebEx is no longer an external provider.



# OUR ANALYSIS

Latest Release

# Goal Management

## Impact Analysis

Impact Level

LOW

Need to Enable

YES

Configuration

NO

Quick Win

YES

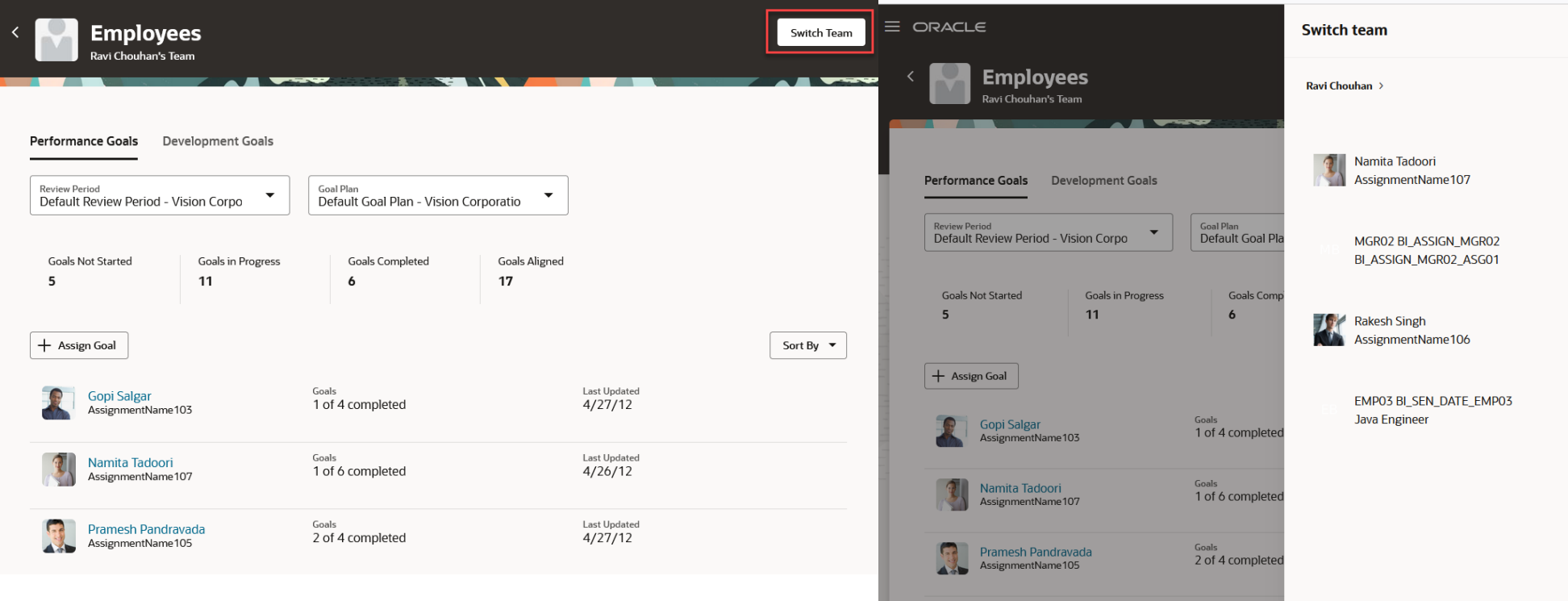
### Business Benefits:

Enhance your goal management process by viewing and assigning goals to your indirect reports. This way, you can manage the goals of your indirect reports when their manager is on leave.

# REDWOOD: MANAGERS ASSIGN AND VIEW GOALS FOR INDIRECT REPORTS

**Details:** As a manager, you can now view goals of your indirect reports. You'll see the reports of the selected manager listed on your employee's page. You can Click an indirect report's name to view the Goals page of that person. You can also now assign a goal to your indirect reports from the Employees page.

**Note -** Goal plans that have pending approvals aren't considered for goal assignment.



# REDWOOD: MANAGER TAKES ACTION ON MULTIPLE PERFORMANCE GOALS

## Goal Management

### Impact Analysis

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

**Business Benefits:**  
Enhance your goal setting process by sharing or assigning multiple goals.

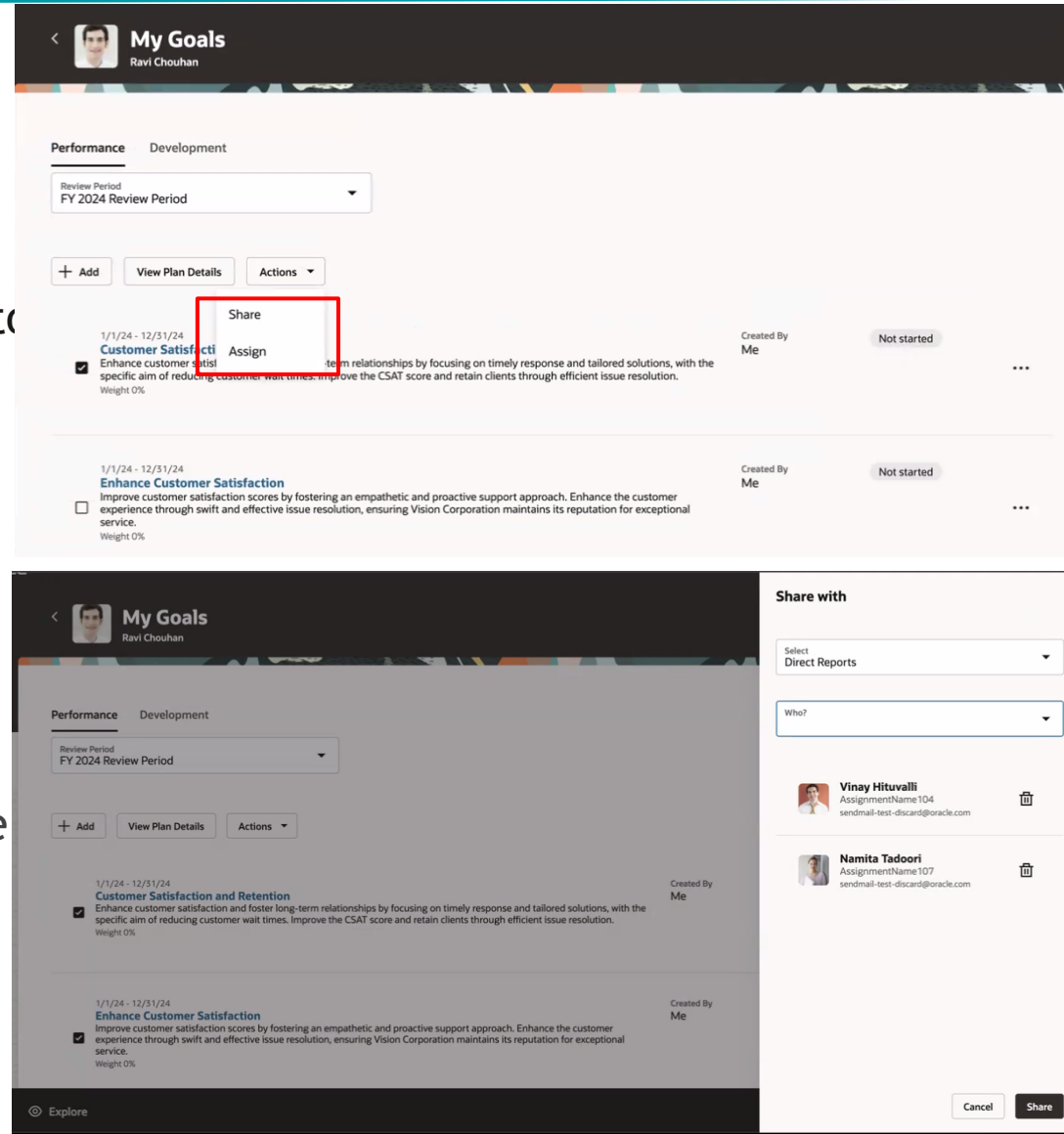
**Details:** Managers can now share or assign more than one of their performance goals. They need to select the goals and then select the **Share** or **Assign** action.

Managers can select any of these persons to share their goals:

- Any person in the organization
- Anyone in their team (Their direct and dotted line reports)
- Direct reports
- Dotted line reports

**Note:**

- Managers can't share or assign multiple development goals.
- They need to share or assign one development goal at a time.





# REDWOOD: GOALS CENTER QUICK ACTION FOR HR SPECIALISTS

**Details:** As HR specialists, you can now easily view and manage goals of people that you have access. You can search for specific employees and view their Goals page.

You can search for specific employees or apply filters to view persons matching the criteria applied.

**NOTE-** You add a goal for the person now even when they have no goals in their goal plan.

**Goals Center**

Search by name, person number, or assignment num:

Business Title | Assignment Status | Effective AS-of Date | Include terminated work relationships | Termination Date | Worker Type | Filters

Name	Business Title	Person Number	Assignment Number	Assignment Status
FAWQA_PERF_EMP7 FAWQA_PERF_EMP7	FAWQA_JOB_4	955160008193577	Assignment_FAWQA_PERF_EMP7	Active - Payroll Eligible
Chantal Le Forrest	10020.Software Development Manager	955160008195369	E955160008195369	Active - Payroll Eligible
Andrew FABUK THREE	E955160008191952	955160008191952	E955160008191952	Active - Payroll Eligible
Jeremy FABUK TWO	E955160008191953	955160008191953	E955160008191953	Active - Payroll Eligible
EMP01 R2204_EMP01	Analyst	955160008194930	E955160008194930-4	Active - Payroll Eligible
USER206 ACN_USER206	Senior Manager Job	955160008194948	E955160008194948	Active - Payroll Eligible
POS_USER02 HCM_POS02	Senior Analyst	955160008191842	E955160008191842	Active - Payroll Eligible
Marie Dupont	10020.Software Development Manager	955160008195226	E955160008195226	Active - Payroll Eligible

**Goals**  
Ravi Chouhan

Performance | Development

Review Period: Default Review Period - Vision Corporation Entr

Goal Plan: FY2016 Performance Goals

+ Add | View Plan Details

1/5/2015 - 31/5/2016 <b>ZHRA-Improve margin compared to last year</b> ZHRA-improve margin compared to last year Weight 0%	Assigned By Me	Not started	...
1/5/2015 - 31/5/2016 <b>ZHRA-Increase revenue for cost centre by 3% year on year</b> ZHRA-increase revenue for cost centre by 3% year on year Weight 0%	Assigned By Me	Not started	...
1/5/2015 - 31/5/2016 <b>Bring Customer Satisfaction Levels to 90%</b> Weight 0%	Assigned By Me	Not started	...

## Goal Management

### Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

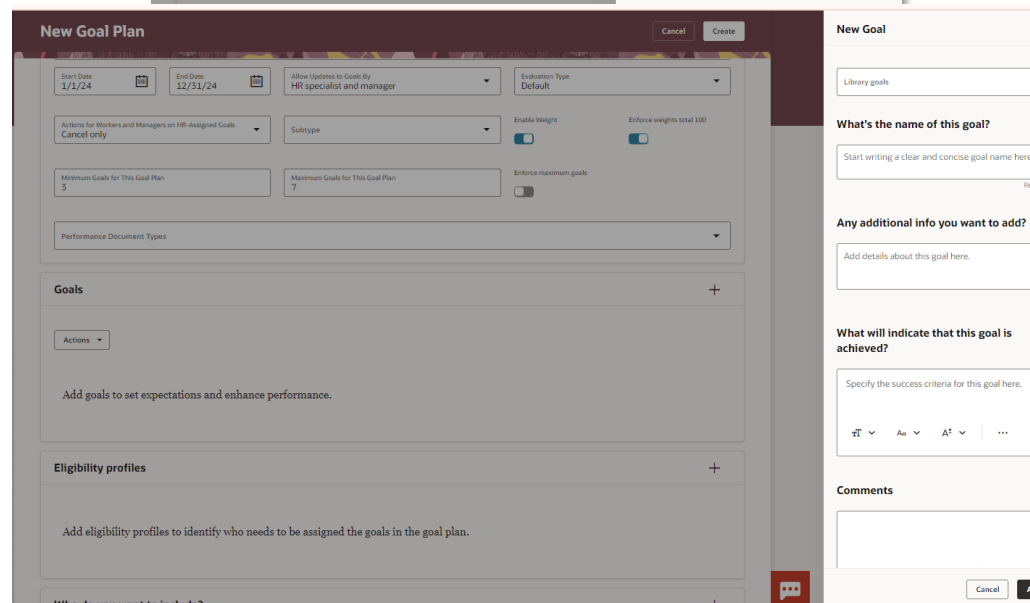
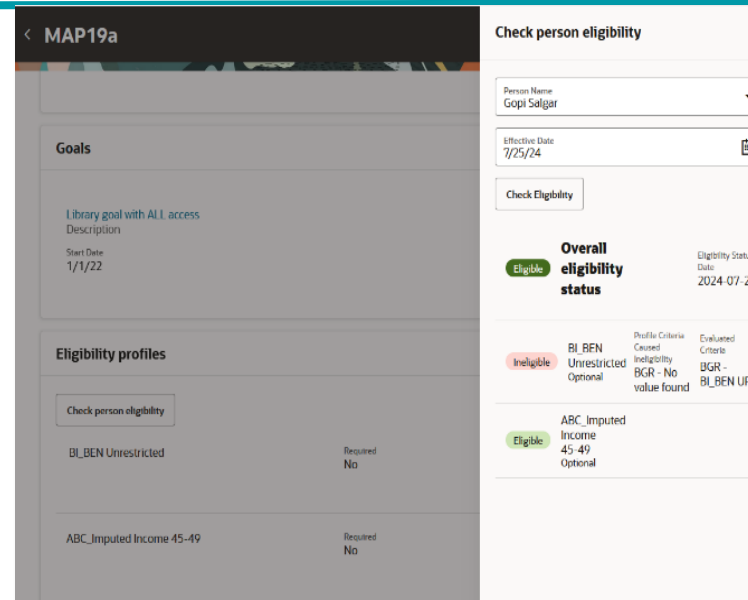
Quick Win **YES**

**Business Benefits:** Leverage this quick action to easily manage goals of people that you have access to. You can add goals for persons even when they have no goals in their goal plan.

# REDWOOD: HR ADMINISTRATOR WORK AREA ENHANCEMENTS

**Details:** HR specialists can now take advantage of these Redwood redesigned features.

- Redwood redesigned check person eligibility- HR specialists can identify if the person is eligible for the various eligibility criteria added and their overall eligibility status.
- Ability to add goals when creating a new mass assignment process for performance or development goals
- Ability to add goals when creating a new goal plan.



## Goal Management

### Impact Analysis

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

**Business Benefits:** It will Enhance your goal assignment process. It will Simplify your mass processes by adding goals and Complete the goal plan creation process at once by adding goals when creating the goal plan.

**Goal Management**

**Impact Analysis**

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
The existing goal notifications now have a Redwood theme to ensure a consistent user experience.

# ENHANCED GOAL APPROVAL NOTIFICATIONS

**Details:** The existing goal notifications now have a Redwood theme to ensure a consistent user experience.

Use the **Approve Performance Goal** and **Approve Development Goal** rules for this.



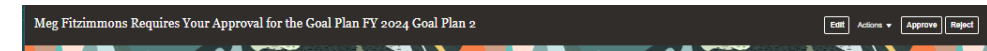
**FY 2024 Goal Plan 2 has been submitted for approval**  
Your Goal Plan FY 2024 Goal Plan 2 has been submitted for approval.

**Added Goals**

org goal  
 Goal Name org goal  
 Status Not started  
 Priority Medium  
 Start Date 1/1/24  
 Target Completion Date 12/31/24

**Approval History**

Submitted by Meg Fitzimmons 8/9/24 3:04



**Meg Fitzimmons**  
Goal Plan Approval Request  
Worker Meg Fitzimmons has submitted FY 2024 Goal Plan 2 for your approval.

Review Period FY 2024 Review Period  
Goal Plan FY 2024 Goal Plan 2

**Added Goals**

org goal test 567  
 Goal Name org goal test 567  
 Status Not started  
 Priority Medium  
 Start Date 1/1/24  
 Target Completion Date 12/31/24

**Approval History**

Assigned to Clive Strauss 8/9/24 10:04 AM  
 Submitted by Meg Fitzimmons 8/9/24 10:04 AM



**Vivian Hamm**  
Development Plan Submitted for Approval  
Your development plan was submitted for approval.

**New Goals**  
Copy - Participate in relevant industry and profession related communities2024

Level Target  
 Status Not started  
 Start Date 8/31/14

**Updated Goals**

Enroll in mentorship program-31/08/2014		
	Current	Proposed
Goal Name	Enroll in mentorship program-31/08/2014	Enroll in mentorship program-2024
Start Date	8/31/14	8/4/14
Target Completion Date	8/31/15	10/31/24

**Completed Goals**

Enroll in mentorship program-31/08/2013		
	Current	Proposed
Status	Not started	Completed

**Approval History**

Submitted by Vivian Hamm 8/9/24 8:52 AM

# REDWOOD: FLEX FIELD SUPPORT FOR LIBRARY GOALS

**Details:** Configure flexfields for your library goals to capture additional attributes.

**New Goal**
Cancel Create

**Library info**

Status Inactive	Business Unit	Type Performance
Department	Available To HR specialist, manager, and worker	Job Family
Legal Employer		
Goals STIP		
Context Value		

**Basic info**

Goal Name <small style="float: right;">Required</small>		
Description		
Start Date	Target Date	Priority

## Goal Management

### Impact Analysis

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

**Business Benefits:**  
Leverage the flexfields added to library goals and fulfill your business requirements.

# REDWOOD: EDIT AND DELETE GOAL PROGRESS NOTES

## Goal Management

### Impact Analysis

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

**Business Benefits:**  
We can Track goals better by updating your goal notes or deleting the notes that are no longer relevant.

**Details:** You can now edit or delete the notes that you added to your goals. Click the **Actions** button for the note and then select the **Edit** or **Delete** action.

The screenshot displays the 'Goal Details' page for Ravi Chouhan. The goal is 'Bring Customer Satisfaction Levels to 90%' with a status of 'In progress'. It includes fields for Start Date (1/1/), Target Completion Date (12/31/), and Priority (Medium). A progress slider shows 25% completion. A text box asks 'How's the progress on this goal?' with an 'Update' button. Below, a note by Ravi Chouhan dated 7/31/24 is shown with a red box highlighting 'Edit' and 'Delete' options in the actions menu.

**Goal Management**

**Impact Analysis**

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
Review these goal details and get a comprehensive information about your or your team member's goals.

# REDWOOD: GOALS CENTRE ENHANCEMENTS

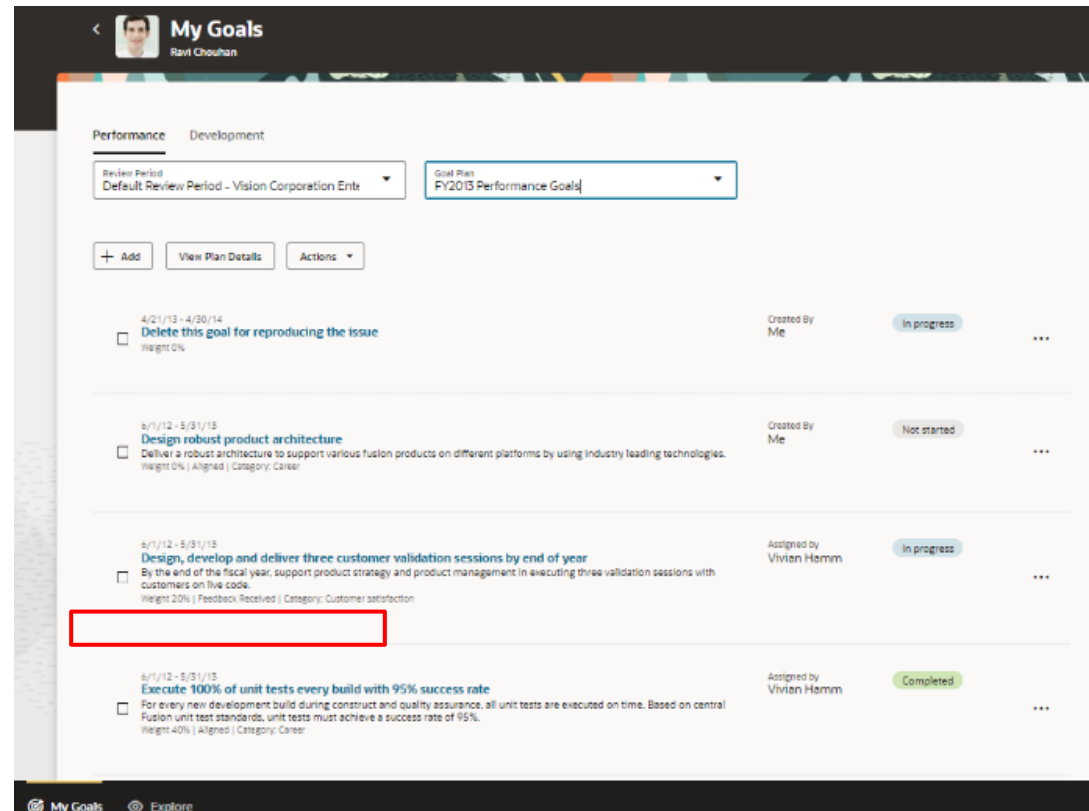
**Details:** Enhance the usability of the Goals Center page by viewing these additional details for each goal:

- Category
- Requested feedback received indicator.

To enable the Request Feedback feature, complete these actions:

- Enable the **Request Feedback for Goals Enabled (ORA\_HRG\_REQUEST\_FEEDBACK\_ENABLED)** profile option.

- Ensure that an active Goals Feedback Template exists.



# REDWOOD: VIEW-ONLY SECURITY PRIVILEGES FOR PERFORMANCE AND DEVELOPMENT GOALS


## Goal Management

### Impact Analysis

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

**Business Benefits:**  
Use these privileges to restrict goal access and enhance the security of your organization.

**Details:** Assign the aggregate privileges listed in this table to your custom roles to ensure that people assigned these roles can only view performance or development goals.

Privilege Code	Privilege Name	Description
ORA_HRG_VIEW_PERFORMANCE_GOAL_BY_WORKER	View Performance Goal by Worker	Allows read-only access to workers for their performance goals.
ORA_HRG_VIEW_PERFORMANCE_GOAL_BY_MANAGER	View Performance Goal by Manager	Allows read-only access to performance goals of subordinates.
ORA_HRG_VIEW_PERFORMANCE_GOAL_BY_HR	View Performance Goal by HR	Allows read-only access to HR specialists for the performance goals of workers.
ORA_HRG_VIEW_DEVELOPMENT_GOAL_BY_WORKER	View Development Goal by Worker	Allows read-only access to workers for their development goals.
ORA_HRG_VIEW_DEVELOPMENT_GOAL_BY_MANAGER	View Development Goal by Manager	Allows read-only access to development goals of subordinates.
ORA_HRG_VIEW_DEVELOPMENT_GOAL_BY_HR	View Development Goal by HR	Allows read-only access to HR analysts for the development goals of workers.
 <p><b>NOTE:</b> This privilege is no longer available for the Human Resource Specialist role. It has been added by default to the Human Resource Analyst role.</p>		

Performance management

Impact Analysis

Impact Level

LOW

Need to Enable

YES

Configuration

NO

Quick Win

YES

**Business Benefits:**  
It Enriches the HR user experience when using the Redwood Local and Global Transfer

# HR TRANSFER OF PERFORMANCE DOCUMENTS TO NEW MANAGERS AS PART OF A GLOBAL TRANSFER

**Details:** HR specialists can select the Performance tile if enabled and select the review period for which they want to transfer the performance documents.

This process is available for HR specialists from the My Client Groups tab.

Transfer current performance documents for which you am the manager or can administrate to the new line manager.

This transfers the goals and performance documents to the new assignment and the new line manager.

- The global transfer is processed right away when it is submitted on the system date or before that.
- Documents ESS job is scheduled to run on the day the global transfer becomes effective if the global transfer process is going to be submitted at a later time.

**Access Requirements-**

- HRA\_TRANSFER\_PERFORMANCE\_DOCUMENT privilege
- HRA\_TRANSFER\_PERFORMANCE\_DOCUMENT\_BY\_MANAGER privilege.



# SHARE MULTIPLE PERFORMANCE DOCUMENTS WITH EMPLOYEES ACTION FOR MANAGERS

## Performance management

**Details:** Managers can now share the performance document evaluation of multiple employees at the same time.

Based on the task status, they can use one of these options:

- Share and Release
- Share and Retain

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

The screenshot displays the 'Evaluate Performance' interface. On the left, a list of performance documents is shown, with two selected. An 'Actions' dropdown menu is open, highlighting 'Share and Release' and 'Share and Retain'. On the right, a 'Share Performance Document' dialog box is open, prompting the user to 'Share your evaluation for employee review and release it to progress to the next task.' The dialog includes a text area for 'Add comments' and a list of employees: Mani Krishnan and Rajesh Ganguly. At the bottom of the dialog, the 'Share and Release' button is highlighted with a red box.

**Business Benefits:**  
This feature enables managers to be more productive by helping them share their evaluation with multiple employees instead of repeating the task one at a time.

Performance management

Impact Analysis

Impact Level

LOW

Need to Enable

YES

Configuration

NO

Quick Win

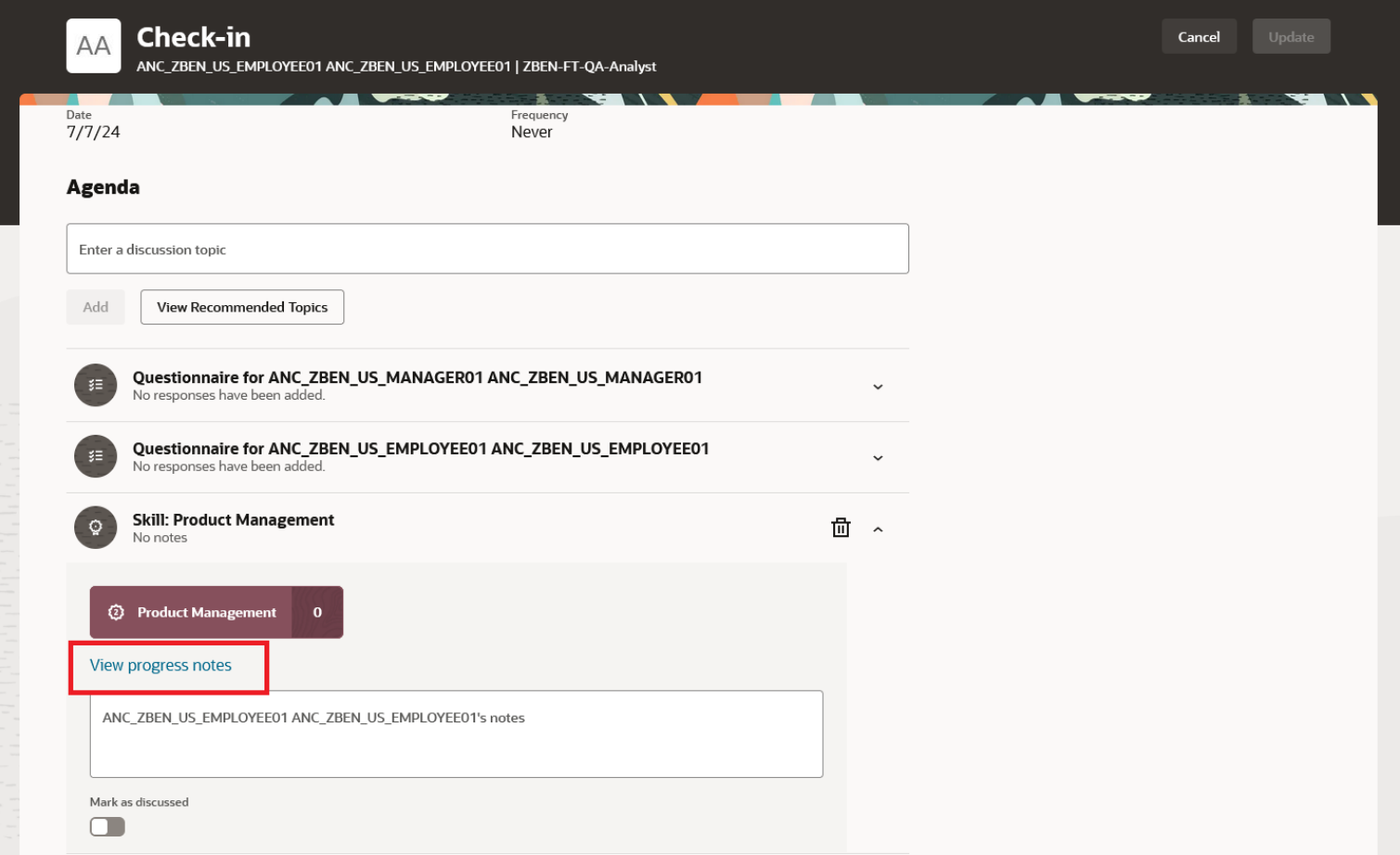
YES

**Business Benefits:**  
This feature enables users to use the existing notes as a reference point in future check-ins.

# PREVIOUS PROGRESS NOTES DISPLAYED FOR COMPETENCY AND DYNAMIC SKILL DISCUSSION TOPICS IN CHECK-INS

**Details:** In a Performance or Touchpoints check-in, you may now see past progress notes for skills and competency conversation topics.

**Progress notes** are the notes added for any competency or skill discussion topic in a previous check-in document.



# Performance management

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

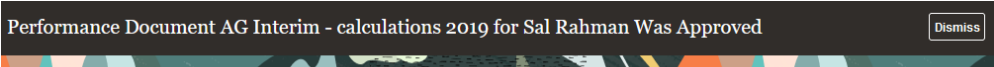
Configuration **YES**

Quick Win **YES**

**Business Benefits:**  
This feature provides a Redwood experience with the previous responsive functionality.

# PERFORMANCE DOCUMENT APPROVALS DISPLAYED IN REDWOOD STYLE

**Details:** The notifications are created using the Redwood toolset Visual Builder Studio (VBS) to improve the user experience.



**Sal Rahman**  
 Performance Document Approved  
 AG Interim - calculations 2019

Performance document AG Interim - calculations 2019 for Sal Rahman was approved.

Assignee: Steve Hagi  
 From: Vivian Hamm  
 Review Period: FY 2019 Review Period  
 Performance Document Start Date: 1/1/19  
 Performance Document End Date: 12/31/19

### Approval History

Completed	4/2/24 12:12 AM
Approved by Vivian Hamm APPROVED	4/2/24 12:12 AM
Steve Hagi submitted information to Vivian Hamm MORE MORE RESUBMIT	4/1/24 11:17 PM
Vivian Hamm requested information from Steve Hagi MORE	4/1/24 11:14 PM
Submitted by Steve Hagi	4/1/24 11:12 PM

[Go to performance document: AG Interim - calculations 2019](#)

# DATA LOADER SUPPORT FOR CHANGE CURRENT TASK IN PERFORMANCE DOCUMENTS

## Performance management

### Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
This feature enables users to quickly mass change performance documents for specific populations and save time.

**Details:** You can now change the current task to a new task in employee performance documents using HDL and HSDL.

These rules apply when you load the performance document:

- The current task code must be relevant to the performance document.
- Only in-progress performance documents are processed, not completed and canceled.

### Steps to Enable

- 1.Navigate to **My Client Groups > Data Exchange > View Business Objects**.
- 2.In the Talent Management area, search for the **Performance Document** business object.
- 3.Check the new attributes **Current Task Code** and **New Current Task Code**.
- 4.Create a file with details of the performance document and provide the new current task.
- 5.Load the template. If you use HSDL, load the spreadsheet.

Impact Level

LOW

Need to Enable

YES

Configuration

YES

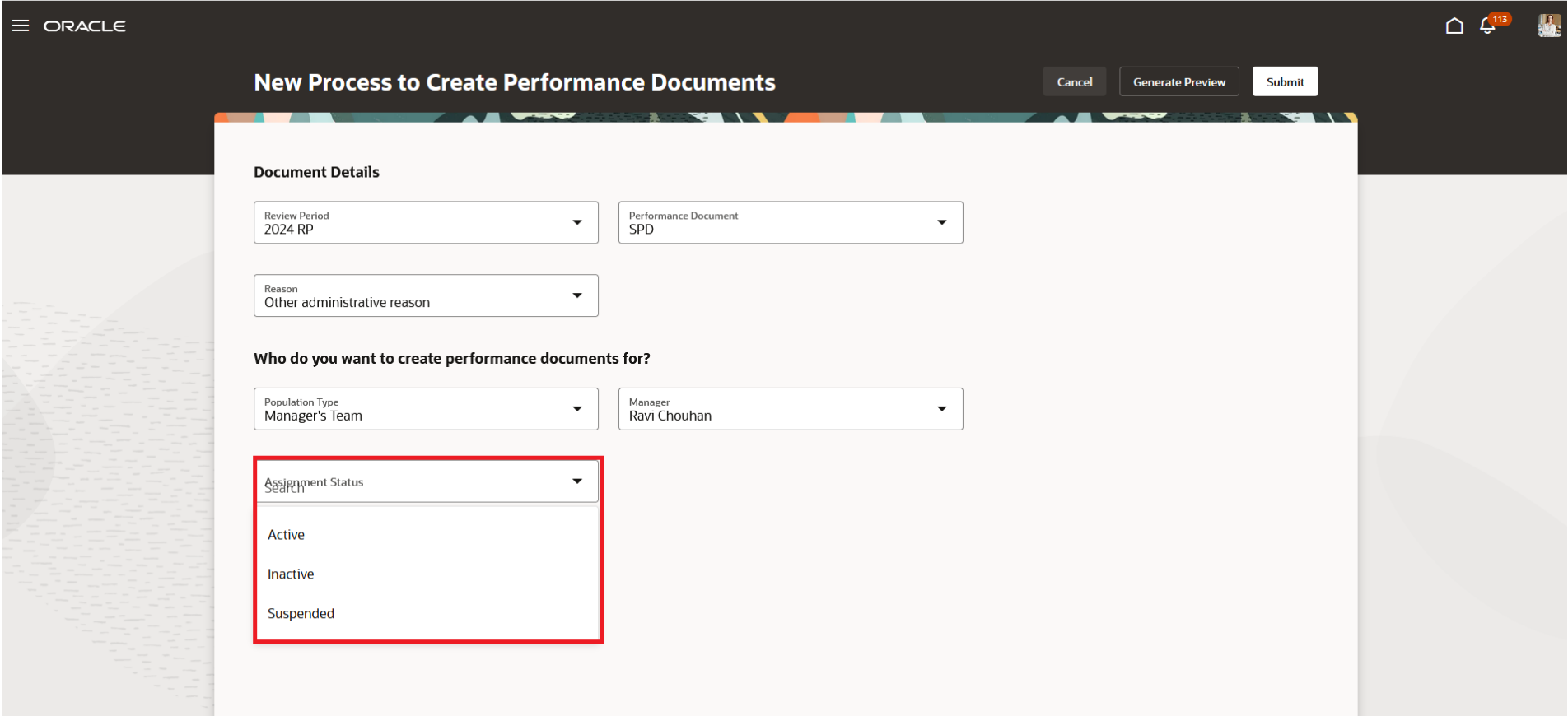
Quick Win

YES

**Business Benefits:**  
This feature enables administrators to minimize errors when creating performance documents for employees based on their assignment status.

# ASSIGNMENT STATUS CRITERIA IN MASS ACTION TO CREATE PERFORMANCE DOCUMENTS

**Details:** HR professionals can now use a mass action process to develop employee performance documents by taking advantage of the availability of specific assignment statuses.



# QUESTIONNAIRE SCORES DISPLAYED IN REDWOOD PERFORMANCE DOCUMENTS

Performance management

**Details:** If scoring is enabled for the questionnaire in your Redwood performance document, scores are now visible to you.

You can use Calculate score to determine the final score after you submit your answers if your performance document has been configured up with a scoring-enabled questionnaire.

Users can see scores for worker, manager, and participants if configured.

Impact Analysis

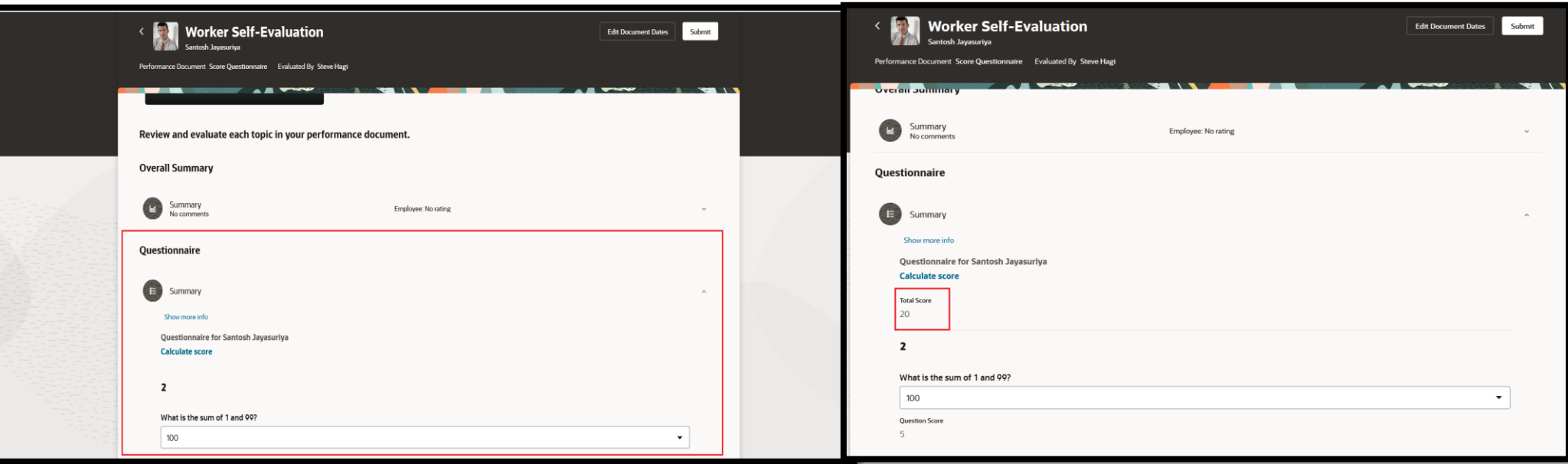
Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

**Business Benefits:** This features provides a Redwood experience with the previous responsive functionality.



# ADDITIONAL FORMATTING FEATURES FOR EVALUATION COMMENTS IN PERFORMANCE DOCUMENTS

**Details:** Redwood performance documents now allow you to format evaluation comments to highlight specific points by utilizing the text editor's additional formatting features while providing comments.

## Performance management

### Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
This feature enables users to highlight specific points in the evaluation comments thereby enhancing readability.

### AG Performance Goals

Weight: 50%

Create meaningful demonstrations for customers  
No comments Manager: No rating

Show goal info

Manager Rating  
☆☆☆☆☆

Manager Comment

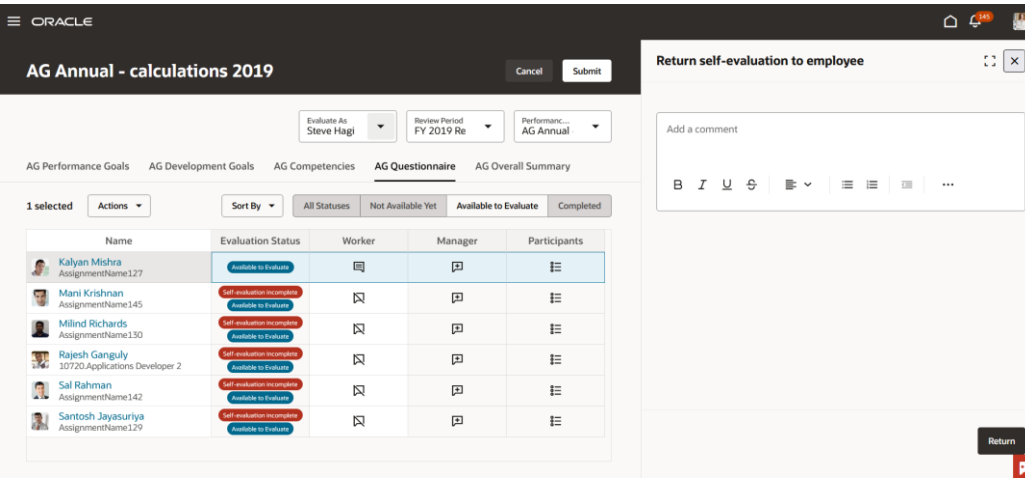
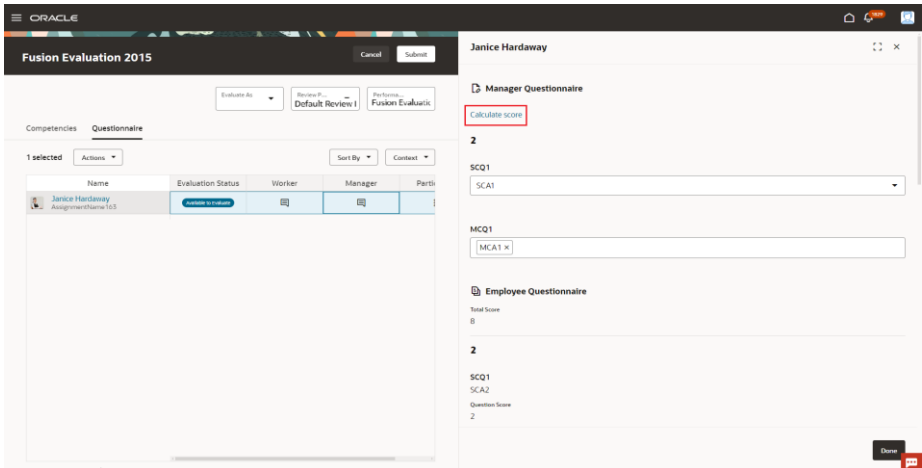
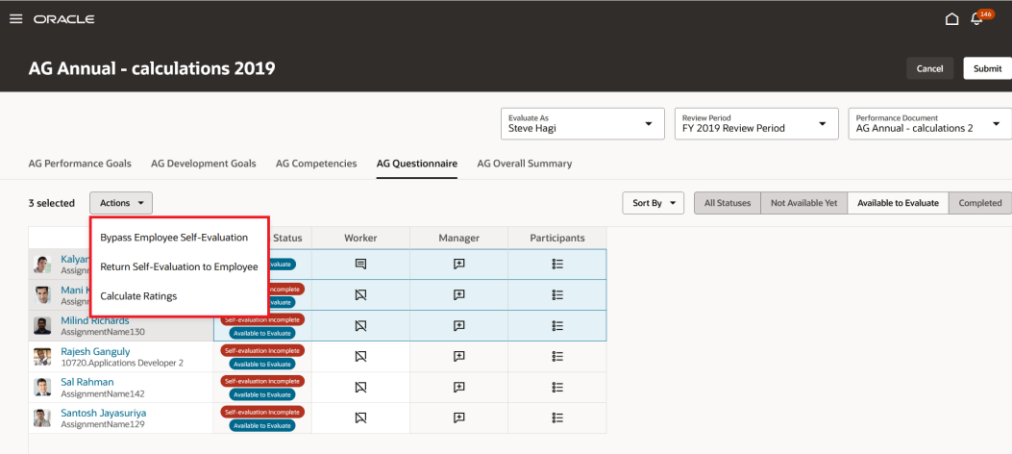
# BYPASS AND RETURN EMPLOYEE SELF-EVALUATION AND OTHER ENHANCEMENTS IN ALL-IN-ONE EVALUATIONS

Performance management

**Details:** We can leverage enhancements added to All-in-One-Evaluations and streamline the evaluation process for managers.

Actions that can be Performed by managers are:-

- Bypass employee's self-evaluation
- Return evaluation to the employees for additional information.
- Use guided journeys - When evaluating employees, managers can click Actions and if configured use the guided journey to help them with tasks on the page.
- Display scores for questionnaires
- View default performance document



Impact Analysis

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

**Business Benefits:** These enhancements enable managers to streamline the evaluation process in All-in-One Evaluation.



# REDWOOD - CUSTOM TALENT RATING LABELS CAN BE CHANGED ON THE PERSON PROFILE TYPE PAGE

**Details:** Enables you to customize the field labels for custom talent ratings after switching from Responsive to Redwood UI.

In Redwood, you can customize these labels on the Profile Types page. Customized field labels need to be manually translated to the required languages.

## Profile management

### Impact Analysis

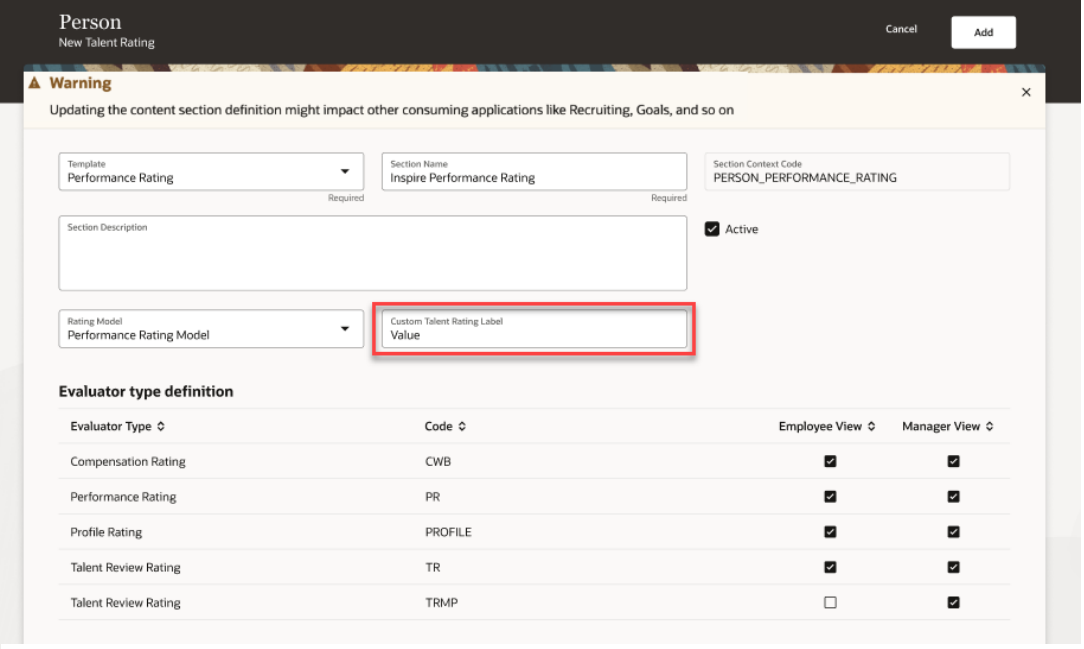
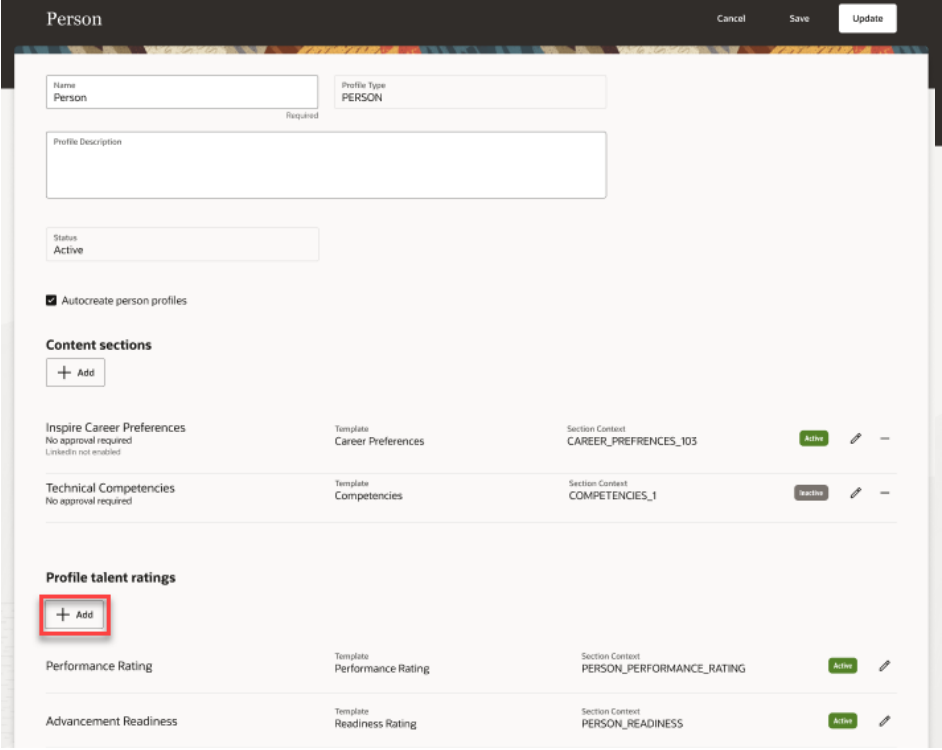
Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
Enables customization of field labels.



# REDWOOD - ANYTIME FEEDBACK NOTIFICATIONS DISPLAYED IN REDWOOD STYLE

**Details:** Displays the feedback notification received by a worker or manager in Redwood style. Manager receives a notification when a worker receives a feedback note that is visible to public or is shared with the manager.

## Profile management

### Impact Analysis

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

**Business Benefits:**  
Enables display of feedback notifications in the application worklist and through email in Redwood style.

# TALENT POOLS REDWOOD EXPERIENCE

## Talent Pools

### Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

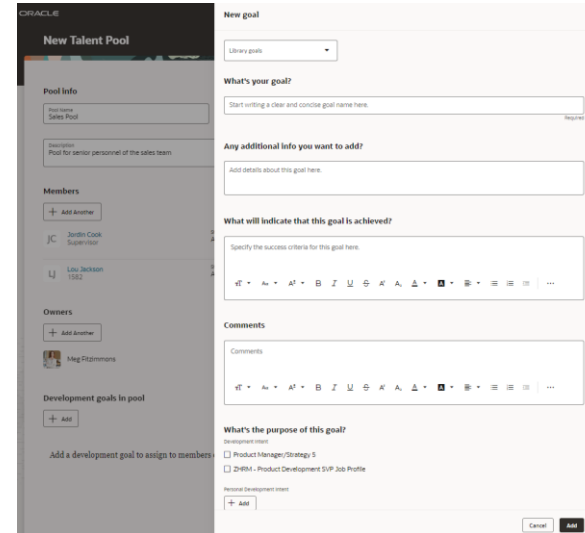
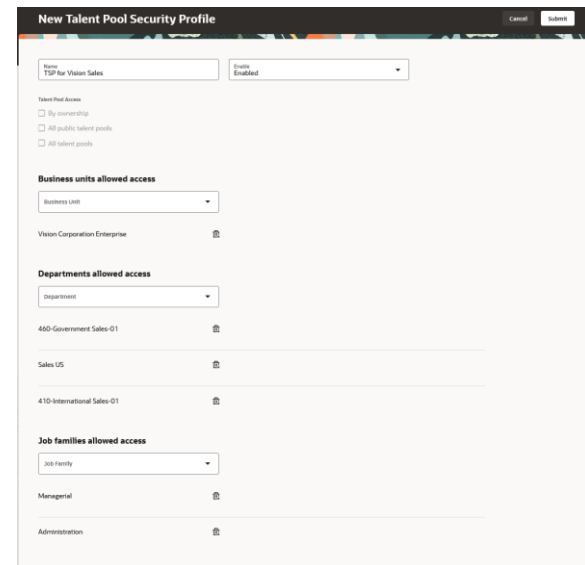
Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
By using this development goals added to talent pools can help in the career growth of the talent pool members and Use the created talent pool security profiles to restrict the access of your organization's talent pools.

**Details:** Redwood redesigned Talent Pool pages to give us better experience.

- **Talent Pool – Redwood Development Goals**  
When constructing talent pools, add development goals using the Redwood revised New goal drawer panel.
- **Redwood Talent Pool Security Profiles-** As an administrator, leverage the Redwood Talent Pool Security Profiles page to view and create security profiles for talent pools.
- When you create a security profile for talent pools, you can specify the business units, departments and job families that will have access.

**Talent Pool Security Profiles**

Search by name

Secured by Business Units
  Secured by Departments
  Secured by Job Families

Name	Secure by Busin...	Secure by Department	Secure by Job Family	Status	Created By	Created On	Last Update
<a href="#">View All Public Talent Pools</a>				Enabled	SEED_DATA_FROM_APPLICATION	12/29/22	SEED_DATA_
<a href="#">View All Talent Pools</a>				Enabled	SEED_DATA_FROM_APPLICATION	12/29/22	SEED_DATA_
<a href="#">View By Ownership</a>				Enabled	SEED_DATA_FROM_APPLICATION	12/29/22	SEED_DATA_
TSP for Vision Sales	✓	✓	✓	Enabled	IT_SECURITY_MANAGER	7/22/24	IT_SECURITY
TSP for Britannia	✓	✓		Disabled	IT_SECURITY_MANAGER	7/22/24	IT_SECURITY

Impact Analysis

Impact Level

LOW

Need to Enable

YES

Configuration

YES

Quick Win

YES

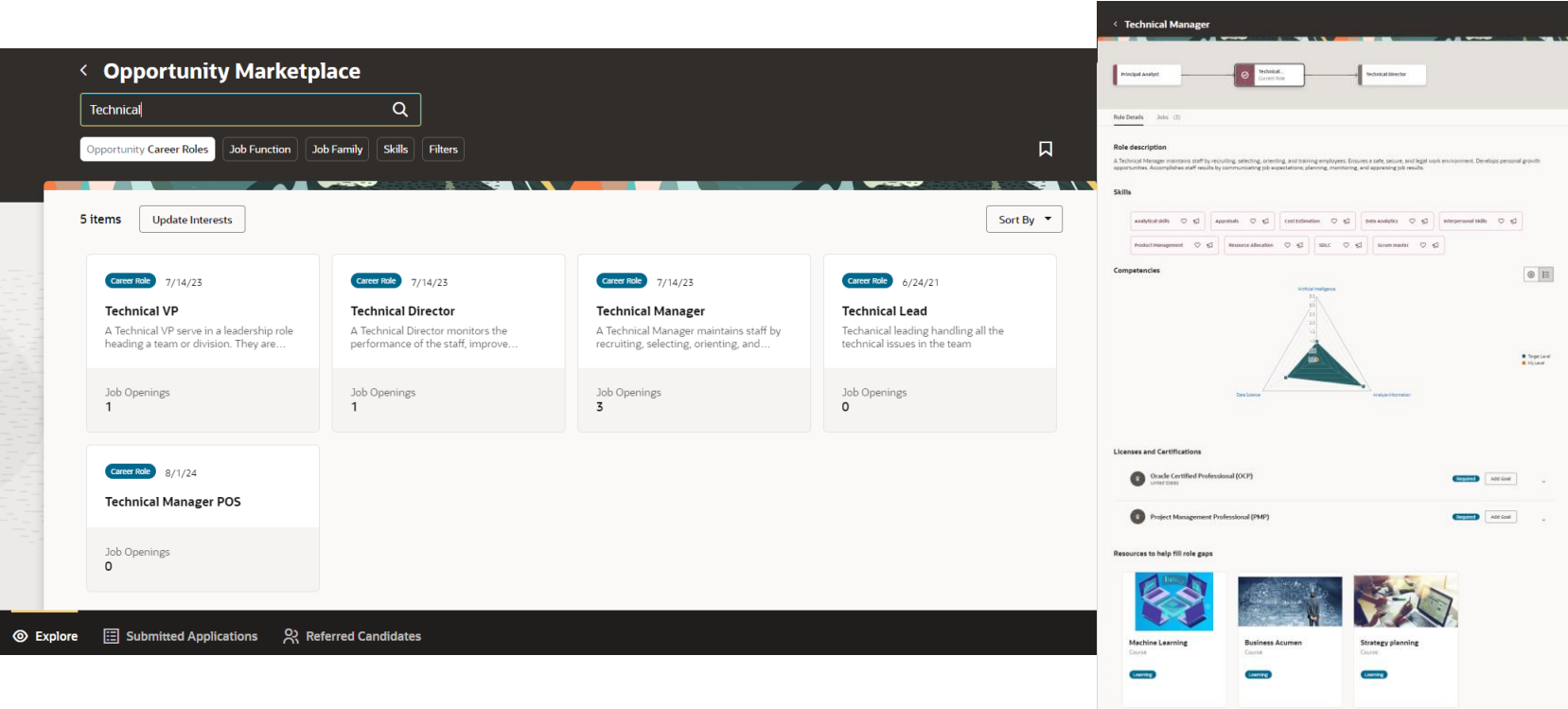
Business Benefits:

This feature enables you to view the requirements for a role and appropriately plan your career growth. You can easily view and apply for jobs that are relevant to the careers that you are interested.

# REDWOOD: ENHANCED CAREER ROLES PAGE IN OPPORTUNITY MARKETPLACE

Details:

- On the **Explore** tab you can explore both jobs and positions.
- You can set and update your career preferences and statement on the Interests page of the Opportunity Marketplace application. Click the **Update Interests** button to do this.
- We will Select a role card to view the role details page that shows the progression path and these details on the **Role Details** tab.
- You can also view the job openings that are available for that role on the **Jobs** tab.



## PUBLISHED FLAG IN GOAL STATUS OVERVIEW REAL TIME

**Details:** Goal Status Overview Real Time with the addition of a new attribute named Published Flag.

The organization goals that are created and aligned by workers have an indicator based on a column named Published Flag. This column will have the value as Y when the worker has created and aligned a performance goal based on the organization goal.

Provides whether the worker goal is aligned to the organization goal.

### Transactional Business Intelligence

#### Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
Enhance your reporting  
on Workforce Goals

# REPLACED OR REMOVED FEATURES

Performance

## Details:

From time to time, Oracle replaces existing Cloud service features with new features or removes existing features. When a feature is replaced, the older version may be removed immediately or at a future time. As a best practice, you should use the newer version of a replaced feature as soon as the newer version is available.

Product	Removed Feature	Target Removal	Replacement Feature	Replaced In	Additional Information
Talent OTBI	<a href="#">Removing the Performance Ratings Distribution Subject Area and Corresponding Artifacts</a>	24C			

# Closing Q&A



**CLOUD  
ENHANCEMENT &  
MANAGED SERVICES**

# CLOSING NOTE

## 1. What happens next?

1. Presentation
2. Session Recording

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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## 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 ?



**MASTEK**  
is here to  
help you!

**THANK YOU**

