

Implementing a Full HCMS in a Shared Environment

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Presented By

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Implementing a Full Installation on a Shared Instance

Types of Instances

Consideration

Transition

Conversions

Person Records

Address Records

Assignment Records

Positions

Questions and Answers



Shared HCM

- No history
- Only one record
- Very forgiving of bad data
- Process

Full HCM

- Full history
- Required fields
- More fields available
- Data must be clean

Restricted HCM

- Used for OTL
- Acts as a full HCM
- Full is required if additional HR modules are added

- **Approval Hierarchies**
- **Supervisor Hierarchies**
- **How many users?**
- **Transactions in process**
- **When best to perform the upgrade**
- **ERP reimplementation might be warranted**

- **Look for a point in time when the system can be unavailable**
- **What to do about transactions in process**
- **If users are unwilling to change**

- **Kinds of History**
 1. A full history conversion would be ideal
 2. Convert from a single relevant point in time
 3. Day of conversion – top of stack
- **Data must be clean**
- **Use any accurate source available**
- **Please use APIs or forms. You will not regret it!**
- **It may be expedient to enter or correct a few employees by hand**
- **Should you reimplement?**

- **Name should be Upper/Lower case**
- **Employee Number**
 1. **Manual**
 2. **Autonumber**
 3. **Start Over**

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File Edit View Folder Tools Window Help

People

Name

Last

First

Title

Prefix

Suffix

Middle

Gender **Unknown...** Type

Latest Hire Date

Date First Hired

Identification

Social Security

Employee

Applicant

Personal Employment Office Details Applicant Further Name Other

Birth Date

Town of Birth

Region of Birth

Country of Birth

Age

Status

Nationality **American**

Registered Disabled

Effective Dates

From **24-MAY-2001** To

Address Picture Assignment Special Info Others...

Record: 1/1 <OSC> <DBG>

- **Social Security Number**
- **Employment Dates and History**
- **New Hire Reporting**
- **Birth Date**
- **Gender**
- **Person Type/Employee Type**

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File Edit View Folder Tools Window Help

People

Name

Last

First

Title

Prefix

Suffix

Middle

Gender **Unknown...** Type

Latest Hire Date

Date First Hired

Identification

Social Security

Employee

Applicant

Personal Employment Office Details Applicant Further Name Other

Birth Date Age

Town of Birth Status

Region of Birth Nationality **American**

Country of Birth Registered Disabled

Effective Dates

From **24-MAY-2001** To []

Address Picture Assignment Special Info Others...

Record: 1/1 <OSC> <DBG>

- You will likely find either no address or a bad address
- City, State, Zip Code and County must match GEO Codes
- Clean and valid data is important

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File Edit View Folder Tools Window Help

People

Address (Assignment, Annie)

Address

City State Zip Code

County Country **United States**

Telephone #1 Telephone #2

Type Primary

Effective Dates

From **08-NOV-2001** To []

Taxation Address

City State

County Zip

Address Picture Assignment Special Info Others...

- **Assignment Number**
- **Job**
- **Position**
- **Supervisor**
- **Organization**

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File Edit View Folder Tools Window Help

Organization: **Vision Corporation** | Group:

Job: | Position:

Grade: | Payroll:

Location: **HR- London, UK** | Status: **Active Assignment**

Assignment Number: **408** | Effective Dates: From **08-NOV-2001** To

Employment Category:

Supervisor | Probation Period | Standard Conditions | GREs and other data | Miscellaneous | Special Ceiling

Name:

Number:

Salary | Entries | Tax Information | Others...

- **Ledger**
- **Default Expense Account**
- **Location**
- **Grades**
- **Primary and Secondary Assignments**
- **GRE**

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File Edit View Folder Tools Window Help

Organization: **Vision Corporation** Group:

Job: Position:

Grade: Payroll:

Location: **HR- London, UK** Status: **Active Assignment**

Assignment Number: **408** Effective Dates: From **08-NOV-2001** To

Employment Category:

Supervisor | Probation Period | Standard Conditions | GREs and other data | Miscellaneous | Special Ceiling

Name:

Number:

[...]

Salary | Entries | Tax Information | Others...

- In a Shared implementation, positions are unique
- In a Full Implementation, Approver Positions must be unique

Position: 01-FEB-2007

Name: **Communications.Multimedia Technician.1000**

Open Under Review Approved Future Actions

Position Details Hiring Information Work Terms Additional Detail Budgets

Start Date: **01-SEP-2006**

Date Effective Name: **Communications.Multimedia Technician.1000**

Type: **Single Incumbent** Permanent Seasonal

Organization & Job

Organization: **Communications** Proposed End Date:

Job: **Multimedia Technician** Proposed End Date:

Hiring Status

Status: **Active** Start Date: **01-SEP-2006** Proposed End Date:

Location: **Neil Combee Admn Bldg** Status:

Effective Dates

From: **01-SEP-2006** To:

Further Info: []

Reporting To Evaluation Valid Grades Others...

- **Effective Date**
- **Name – Position Flexfield**
- **Organization**
- **Job**
- **Location**
- **Status**
- **Hierarchy**

Questions and Open Discussions



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