Loading Data into Oracle Fusion HCM with the File-Based Loader

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Oracle OpenWorld 2013

Agenda

- Introduction
- Solution Overview – File Based Loader
- Data Mapping
- Implementation Considerations
- Questions?

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Introduction

Goals of this Presentation

- Describe the File Base Loader process
- Share lessons learned
- Share anecdotal experience

Introduction

Fusion Data Integration and Conversion Options

HR2HR	Spreadsheet Loader	File Based Loader
End to End packaged Integration	Leverages ADFdi	Bulk import from standard data files
• Closed/End to end integration • Restricted source systems (Oracle EBS, PeopleSoft)	• ADFdi Spreadsheets for loading objects supported by HR2HR • Flattened containers	• Data conversion utility that will load data from a standard flat file • Loads complex business objects like Person and Worker • Supports Date Effective history and high volume for full data conversion of supported objects

Introduction

File Based Loader

- Data conversion utility that will load data from a standard flat file
- Loads complex business objects like Person and Worker
- Supports Date Effective history and high volume for full data conversion of supported objects

Introduction

Supported Business Objects in File Based Loader

Work Structures

- Business Units
- Locations
- Job Families
- Jobs
- Grades
- Grade Rates
- Positions
- Departments
- Dept Hierarchy

Transaction Data

- Person
- Work Relationships

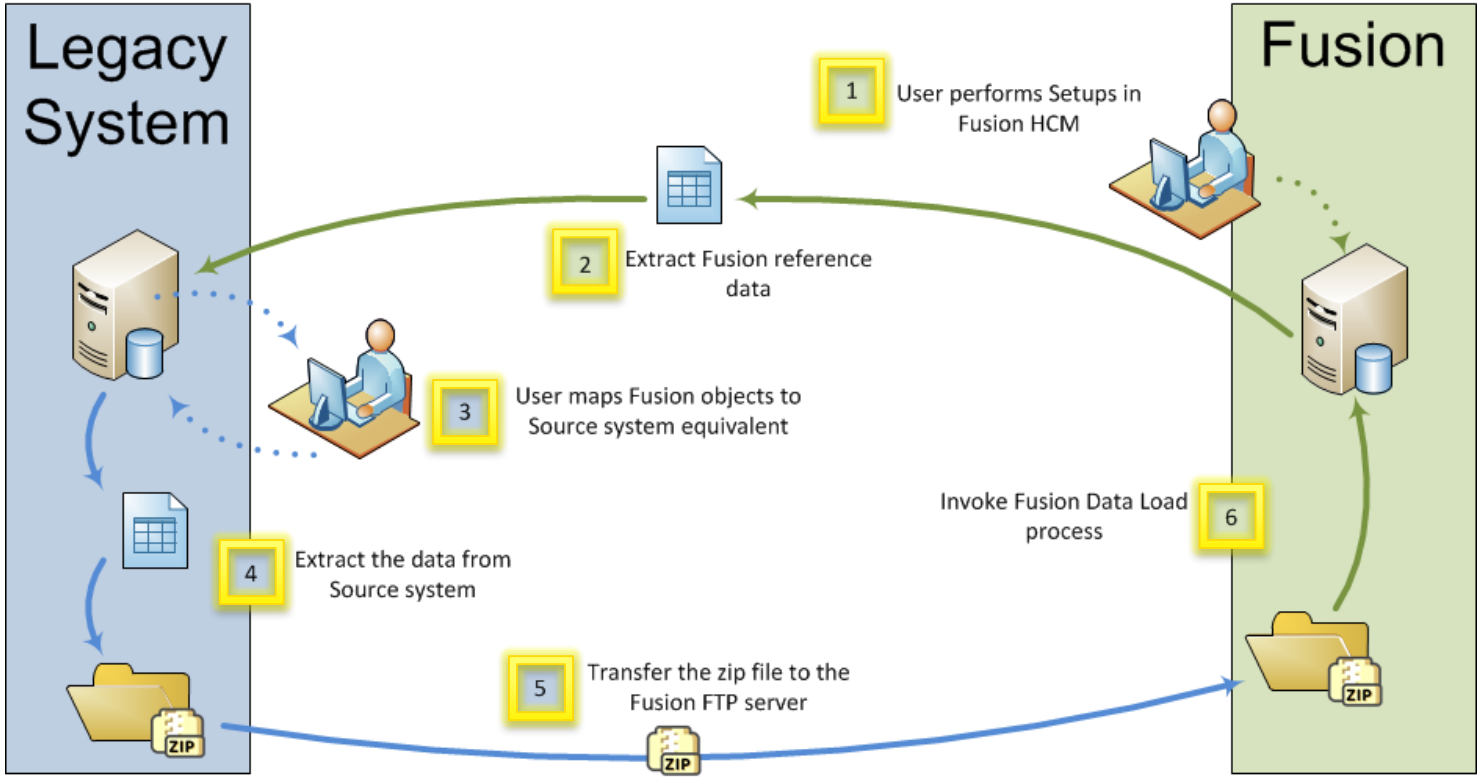
Workforce Compensation

- Salary Basis
- Salary
- Element Entries

Talent Management

- Content Items
- Rating Models
- Establishments
- Profiles (Qualifications, Competencies, latest Performance Rating)

Solution Overview - File Based Loader



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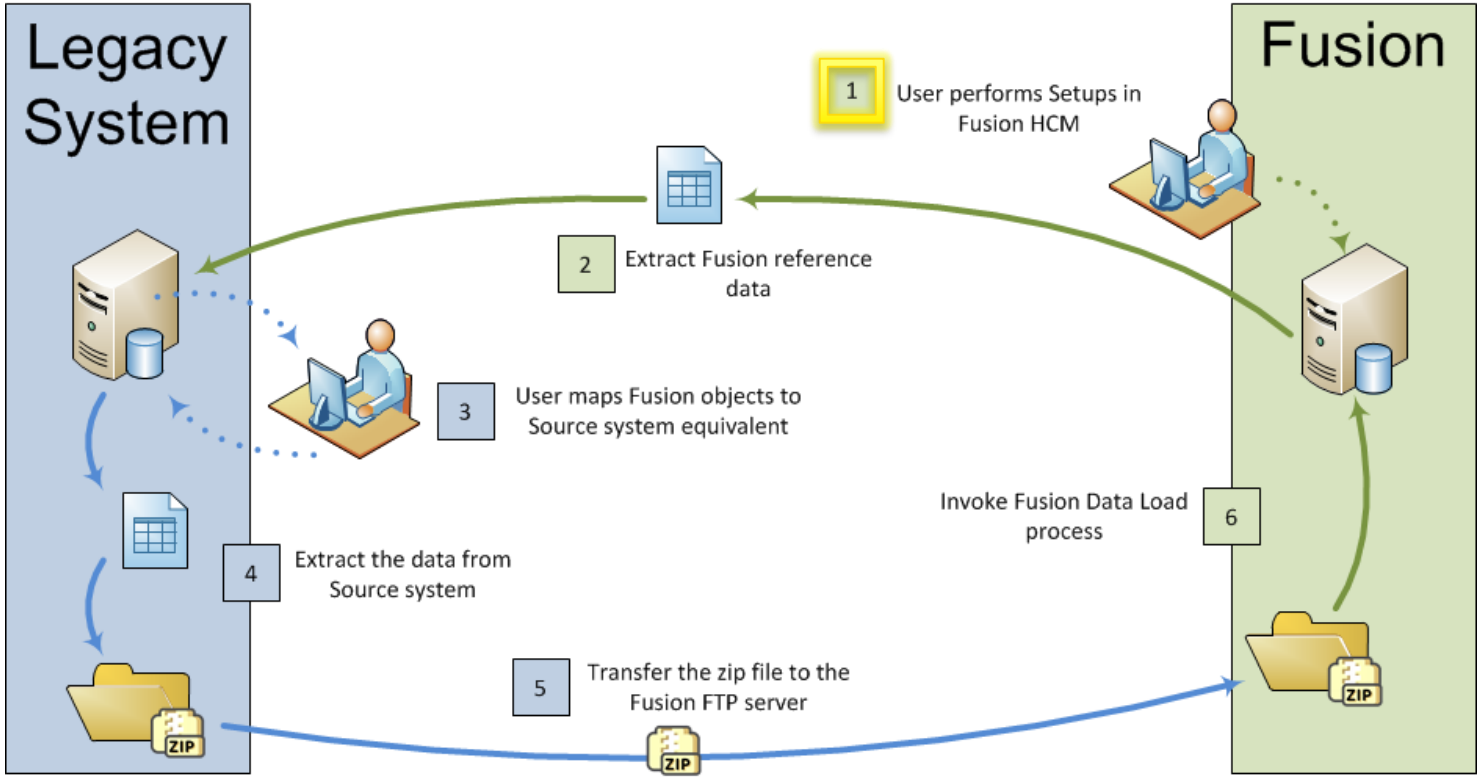
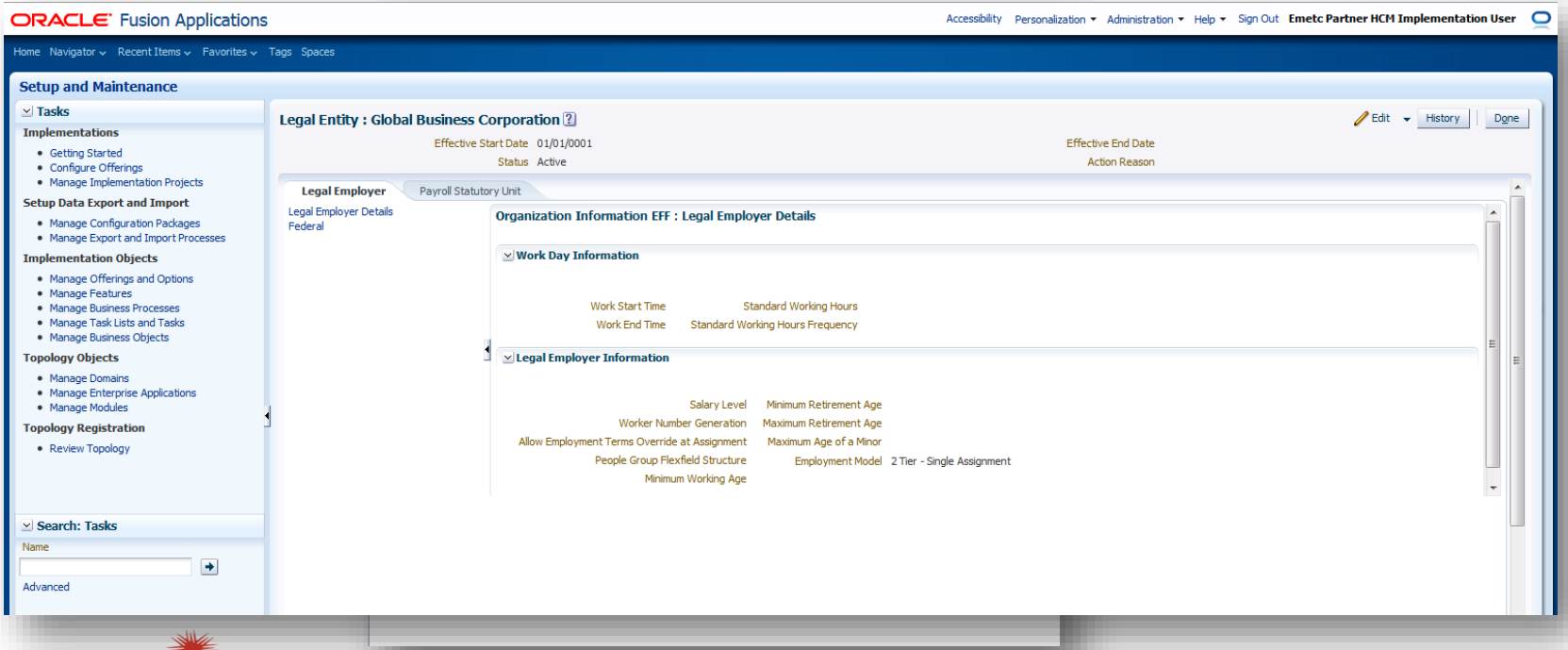


Solution Overview - File Based Loader

Step 1 – User Performs Setups in Fusion



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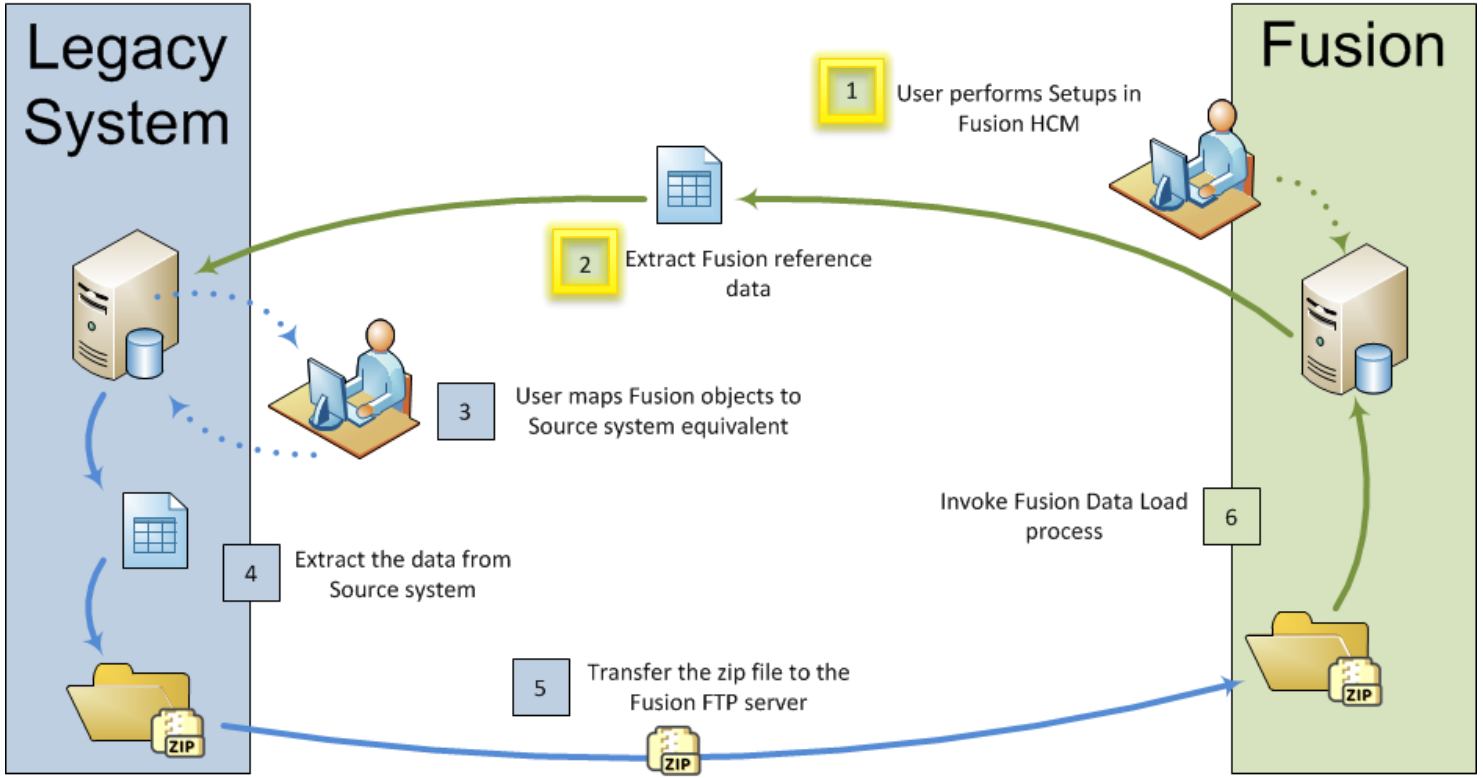
Solution Overview - File Based Loader

Step 1 – User Performs Setups in Fusion

Configuration Items

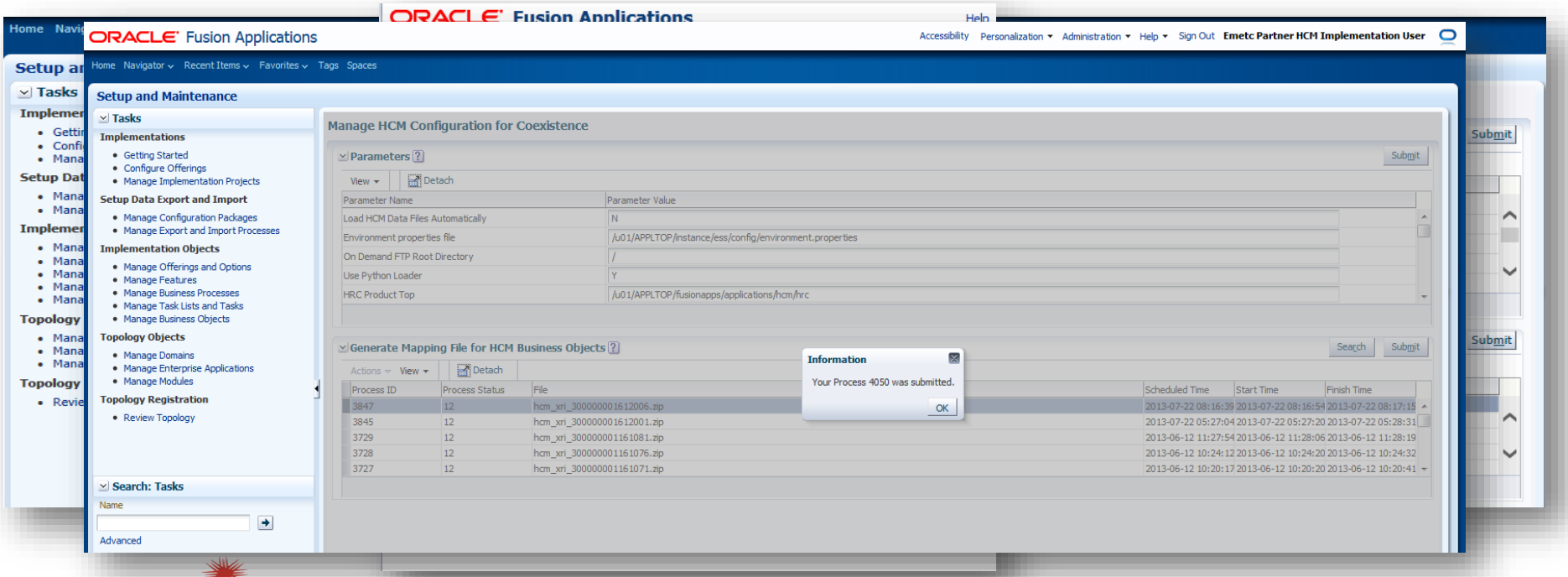
- Reference Data Set
- Reference Set Assignment
- Enterprise Structure
- Legislative Data Group
- Legal Address
- Legal Entity
- Job Code
- Action and Reasons
- Action Reason
- Location
- Division
- Job Family
- Job Function
- Manager Level
- Job Grade and Grade Rate
- Grade Ladder
- Business Unit Set Assignment
- Action
- Assignment Status

Solution Overview - File Based Loader



Solution Overview - File Based Loader

Step 2 – Extract Fusion Reference Data



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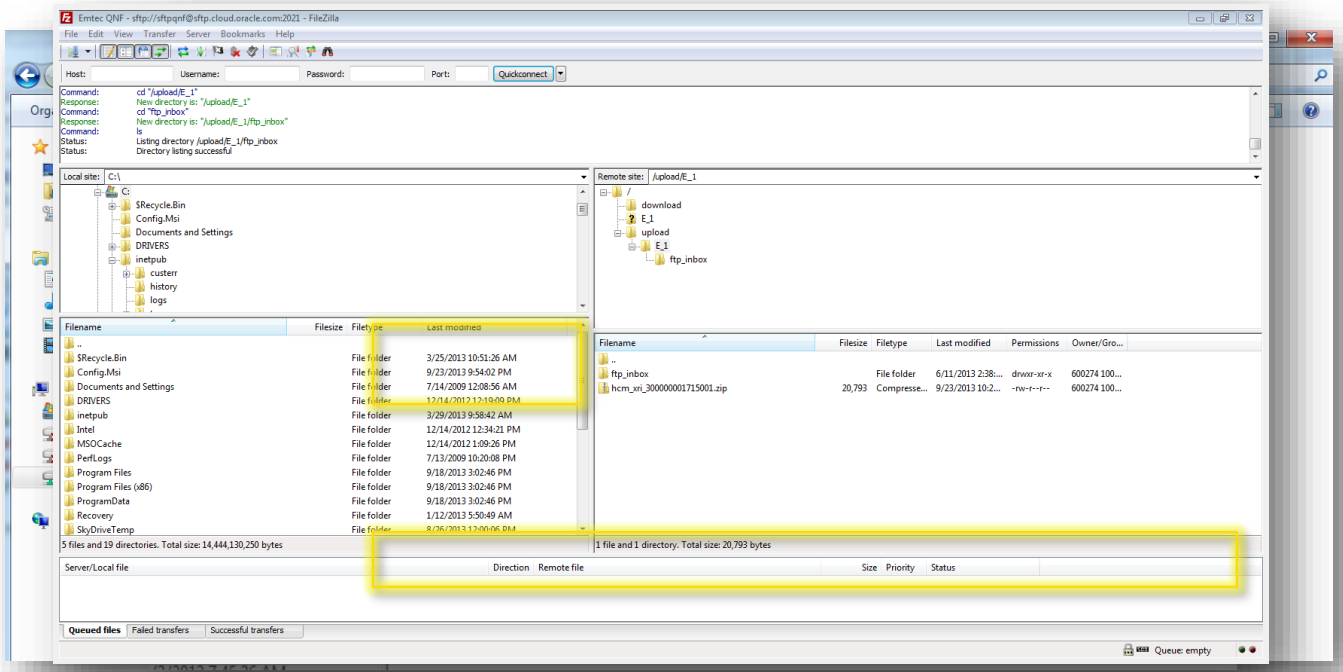
Solution Overview - File Based Loader

Step 2 – Extract Fusion Reference Data



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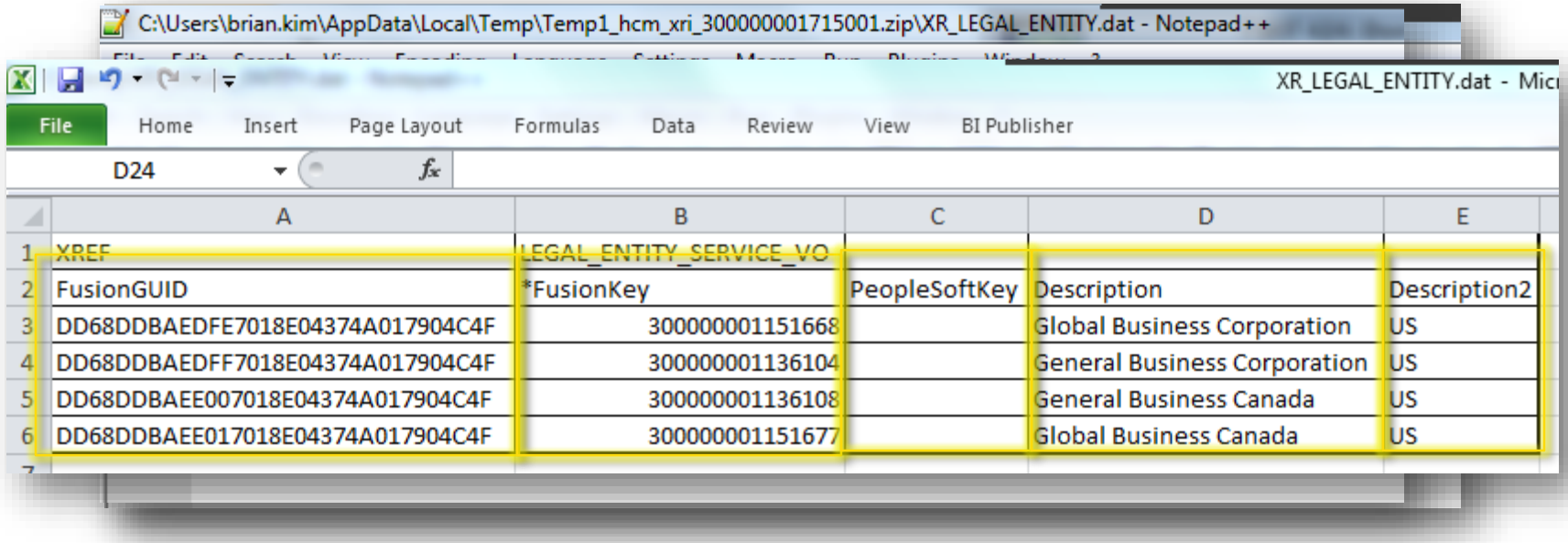
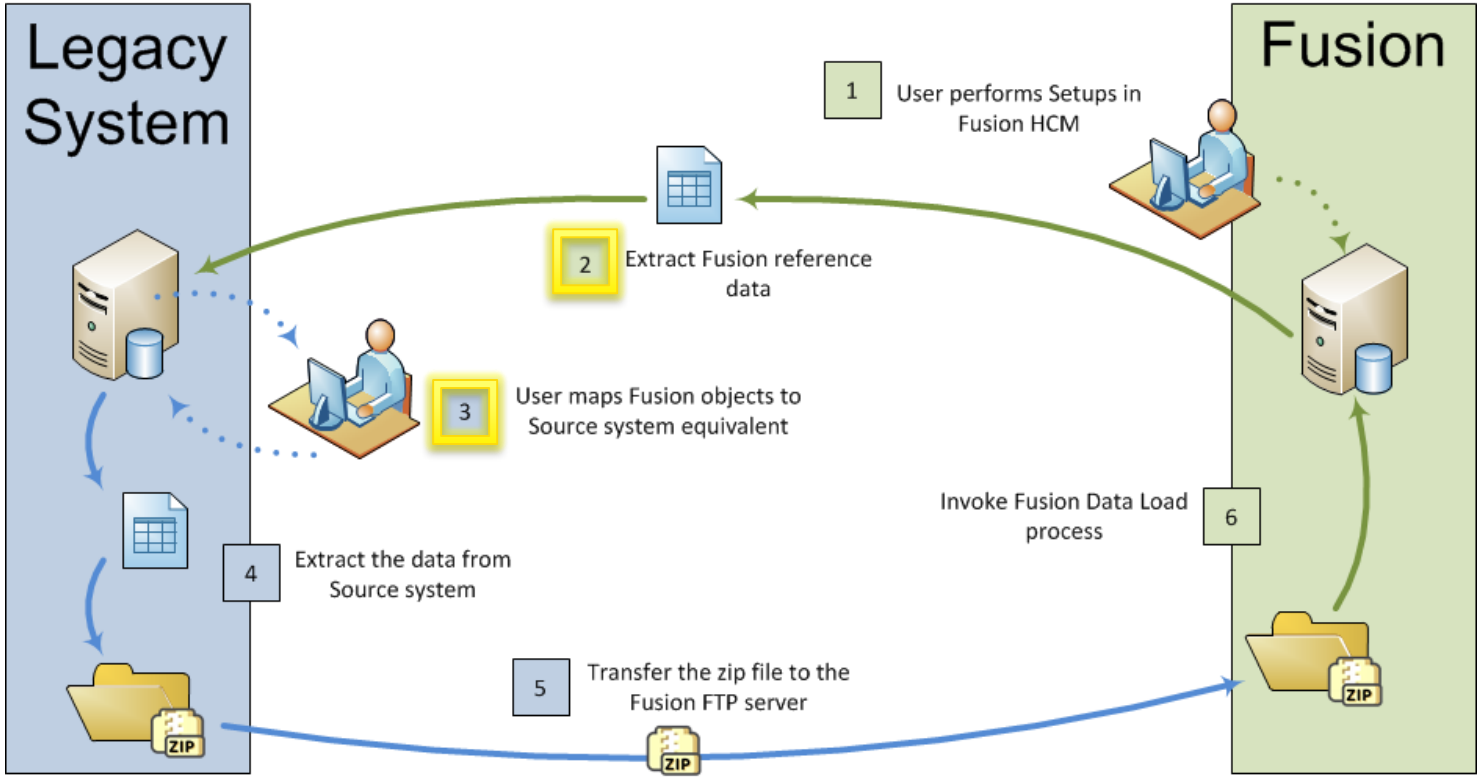


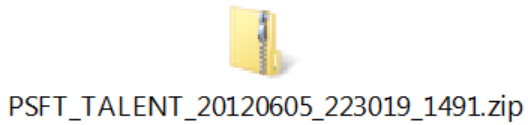
	A	B	C	D	E
1	XREF	LEGAL_ENTITY_SERVICE_VO			
2	FusionGUID	*FusionKey	PeopleSoftKey	Description	Description2
3	DD68DDBAEDFE7018E04374A017904C4F	300000001151668		Global Business Corporation	US
4	DD68DDBAEDFF7018E04374A017904C4F	300000001136104		General Business Corporation	US
5	DD68DDBAEE007018E04374A017904C4F	300000001136108		General Business Canada	US
6	DD68DDBAEE017018E04374A017904C4F	300000001151677		Global Business Canada	US

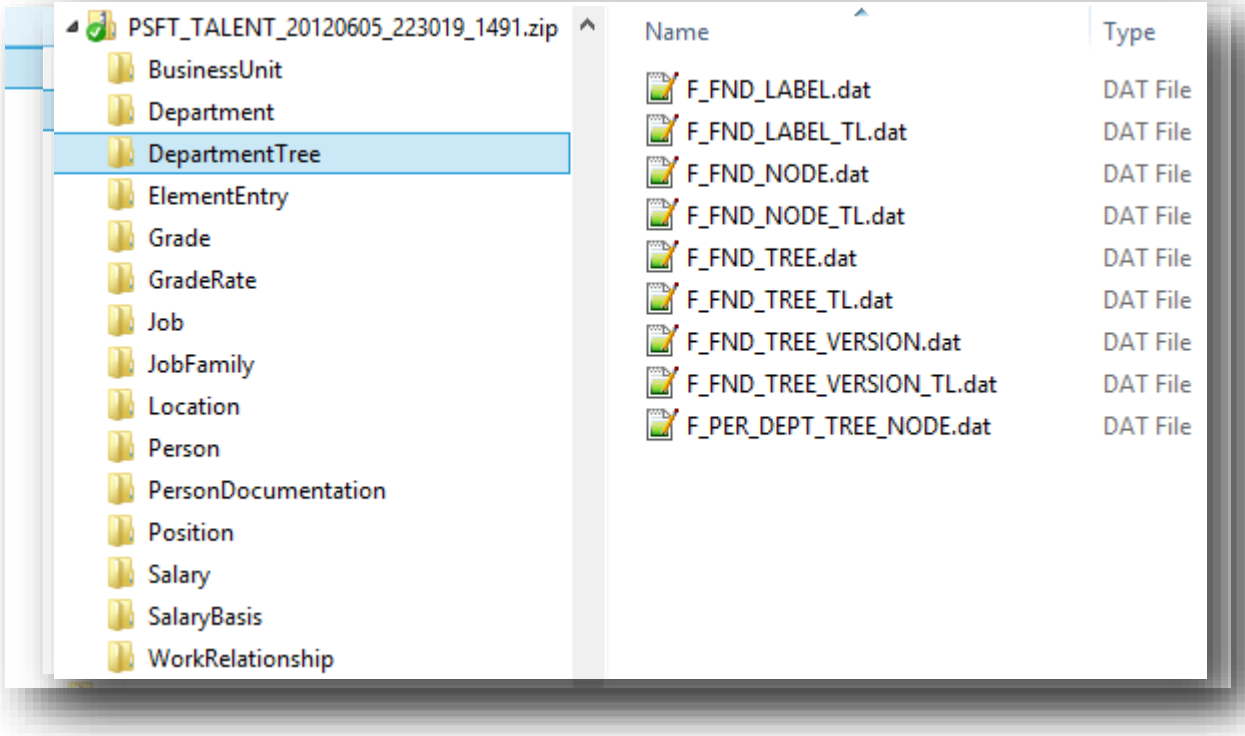
Solution Overview - File Based Loader



File Based Loader

Step 3 – Data Mapping





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File Based Loader

Step 3 – Data Mapping

F_JOB_VO.dat

```
JOB_ID|EFFECTIVE_START_DATE|EFFECTIVE_END_DATE|JOB_CODE|NAME|SET_ID|BUSINESS_GROUP_ID|JOB_FAMILY_ID|BENCHMARK
B05823514259EDDAE040F40A46006C6D|2001-01-01|4712-12-31|HXSID_HXCM1|Competency test 1|AF959A6444F8B2A1E040E40A
B0582351403BEDDAE040F40A46006C6D|2001-01-01|4712-12-31|HXSID_HXJCI|Inactive Job Code|AF959A6444F8B2A1E040E40A
B05823513D2FEDDAE040F40A46006C6D|2000-01-01|4712-12-31|HXSID_HXMP01|Payroll Clerk|AF959A6444F8B2A1E040E40A0E9
B05823513AFDEDDAE040F40A46006C6D|2000-01-01|4712-12-31|HXSID_HXMP02|Sr. Payroll Clerk|AF959A6444F8B2A1E040E40A
B05823513E23EDDAE040F40A46006C6D|1990-01-01|4712-12-31|HXSID_HXMU02|MU-Customer Service 1|AF959A6444F8B2A1E04
B0582351425BEDDAE040F40A46006C6D|1990-01-01|4712-12-31|HXSID_HXMU04|MU- Developer 1|AF959A6444F8B2A1E040E40A0
B05823513F39EDDAE040F40A46006C6D|1990-01-01|4712-12-31|HXSID_HXMU05|MU-Developer2|AF959A6444F8B2A1E040E40A0E9
B05823513B29EDDAE040F40A46006C6D|1990-01-01|4712-12-31|HXSID_HXRPT1|EEO-1 Job Category|AF959A6444F8B2A1E040E40A0E906288|||||A||N|R|||8|0|||||||||||||||||||||||||||||JOBCODE_TBL|HXSID::HXRPT1::1990-0
B05823513D54EDDAE040F40A46006C6D|1990-01-01|4712-12-31|HXSID_HXSH10|QA analyst for HR|AF959A6444F8B2A1E040E40A0E906288|||||A||N|T|||8|0|||||||||||||||||||||||||||||JOBCODE_TBL|HXSID::HXSH10::1990-01
B05823513F58EDDAE040F40A46006C6D|1990-01-01|4712-12-31|HXSID_HXSS00|SS Chief Executive Officer|AF959A6444F8B2A1E040E40A0E906288|||||A||N|R|||0|0|||||||||||||||||||||||||||||JOBCODE_TBL|HXSID::HXSS00
```

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Data Mapping

Options

- ~~Manage the Files Manually~~
- Develop a ETL program in your source system
- Use a third party ETL Tool

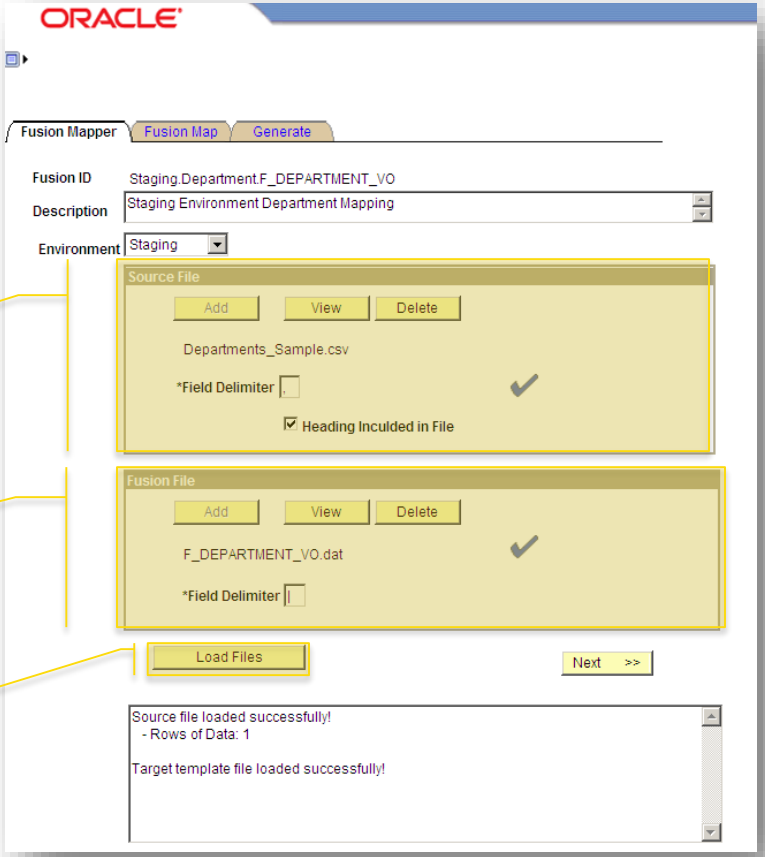
Solution Overview - File Based Loader

Step 3 – Data Mapping

1. Upload Source File

2. Upload Target File

3. Load Files into memory



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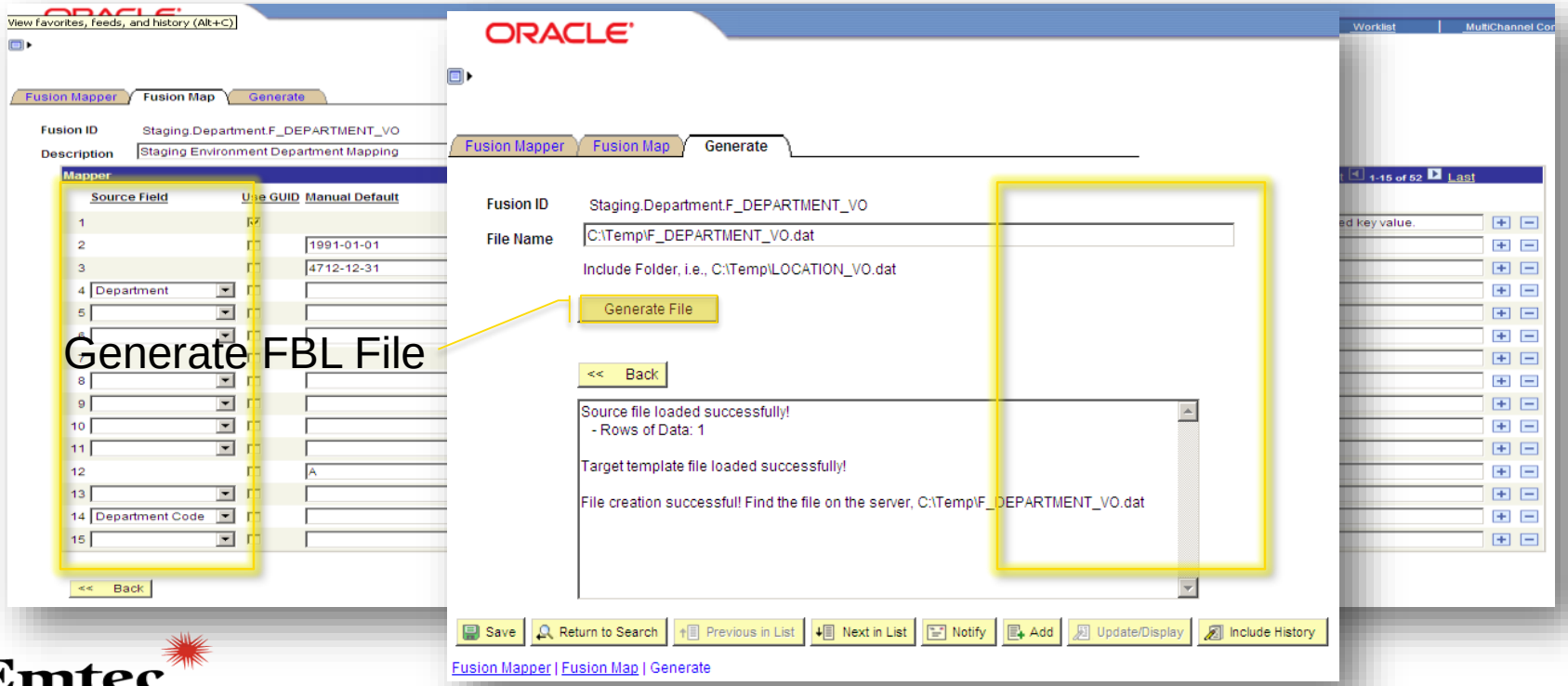
Solution Overview - File Based Loader

Step 3 – Data Mapping



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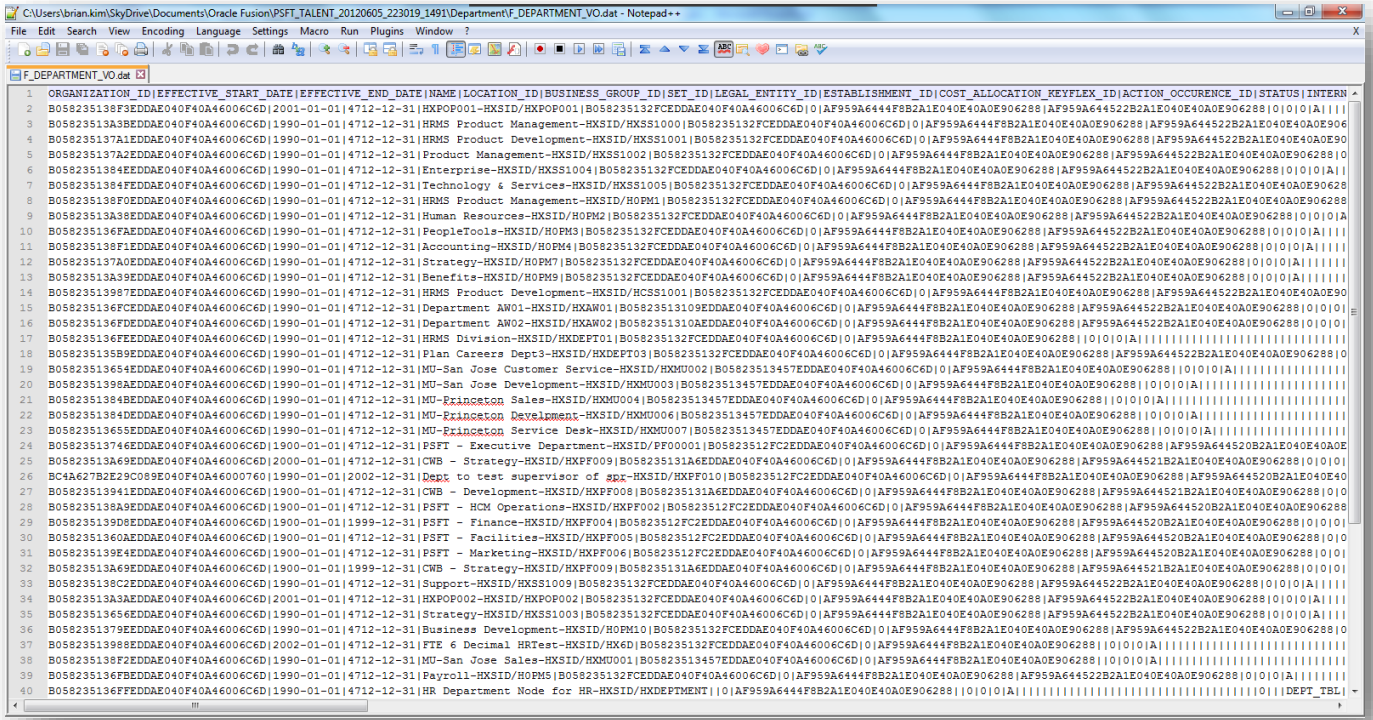
Data Mapping

Deparment File Based Loader File



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Data Mapping

Data Transformation Types

- One-to-One Mapping
- Default Values
- Date Format Conversions
- Concatenation of two columns
- Concatenation of a column and a default value
- Cross Referencing of Values
- Cross Referencing of Fusion Configuration

Data Mapping

Data Transformation Types

- One-to-One Mapping

Source

ID	Column1	Column2
001	ABC	…
002	BCD	…
003	CDE	…

FBL File

ID	Column1	Column2

Data Mapping

Data Transformation Types

- Default Value

Source

ID	Column1	Column2
001	ABC	…
002	BCD	…
003	CDE	…

Default Value

"DEFAULT"

FBL File

ID	Column1	Column2
	DEFAULT	
	DEFAULT	
	DEFAULT	

Data Mapping

Data Transformation Types

- Date Format Conversions

Source

ID	Column1	Column2
001	12/31/2011	…
002	12/31/2012	…
003	12/31/2013	…

Fusion Date Format

"YYYY-MM-DD"

FBL File

ID	Column1	Column2
	2011-12-31	
	2012-12-31	
	2013-12-31	

Data Mapping

Data Transformation Types

- Concatenation of two columns

Source

ID	Column1	Column2
001	ABC	123
002	BCD	234
003	CDE	345

FBL File

ID	Column1	Column2
	ABC123	…
	BCD234	…
	CDE345	…

Data Mapping

Data Transformation Types

- Concatenation of a column and a default value

Source

ID	Column1	Column2
001	ABC	…
002	BCD	…
003	CDE	…

Default Value

"DEF"

FBL File

ID	Column1	Column2
	ABCDEF	
	BCDDEF	
	CDEDEF	

Data Mapping

Data Transformation Types

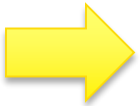
- Cross Referencing Values

Source

ID	Column1	Column2
001	USA	…
002	CAN	…
003	MEX	…

Xref Table

Source Value	Fusion Value
USA	US
CAN	CA
MEX	MX



FBL File

ID	Column1	Column2

Data Mapping

Data Transformation Types

- Cross Referencing Fusion Configuration

Fusion Config File

ID	Fusion Value
FUSION_ID1	Descr 1
FUSION_ID2	Descr 2
FUSION_ID3	Descr 3

Source

ID	Column1	Column2
001	ABC	…
002	BCD	…
003	CDE	…

Xref Table

Source Value	Fusion Value
ABC	Descr 1
BCD	Descr 2
CDE	Descr 3

FBL File

ID	Column1	Column2

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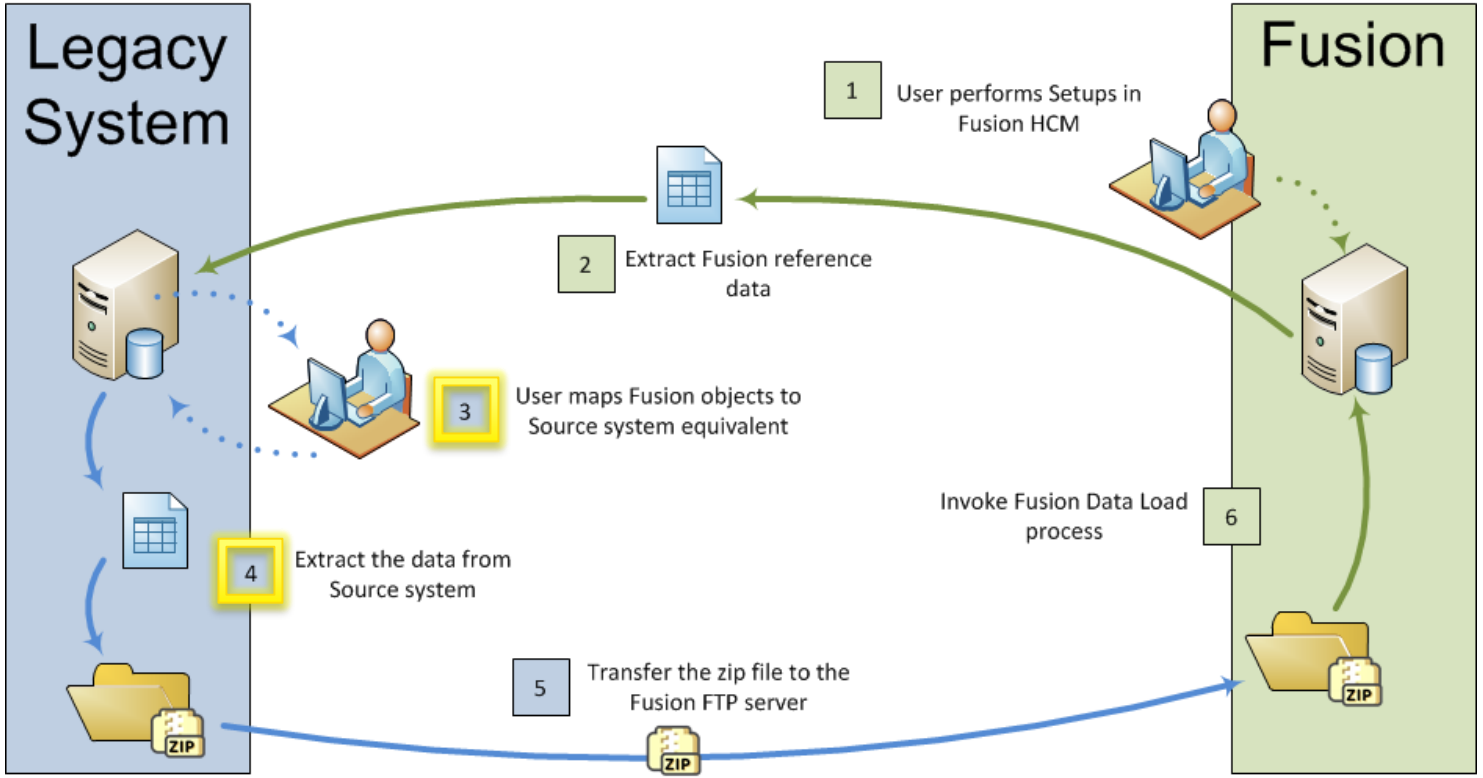
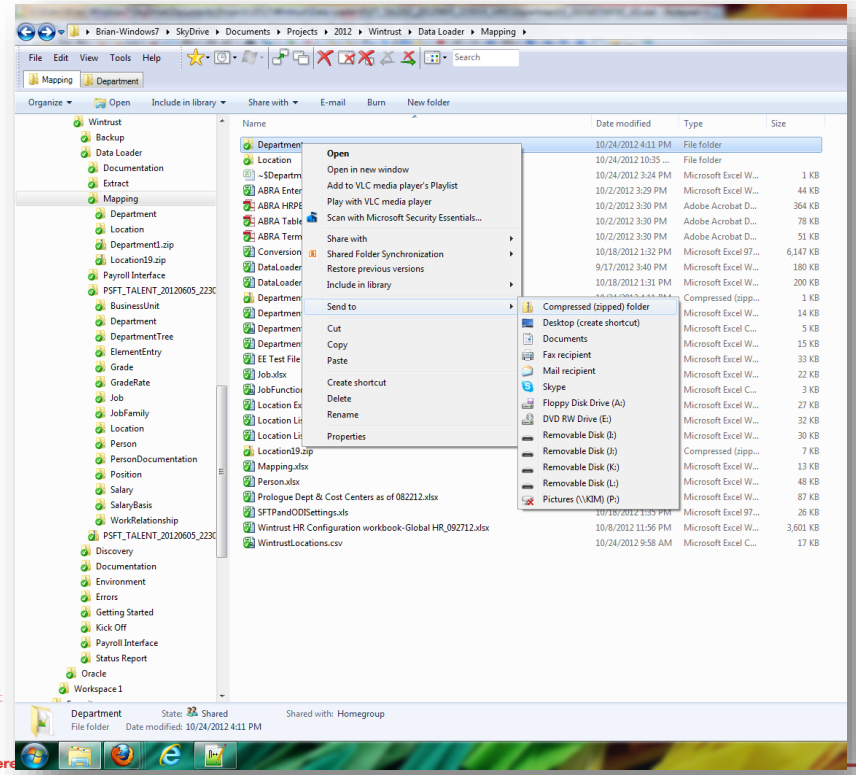


Solution Overview - File Based Loader

Step 4 – Produce Upload File



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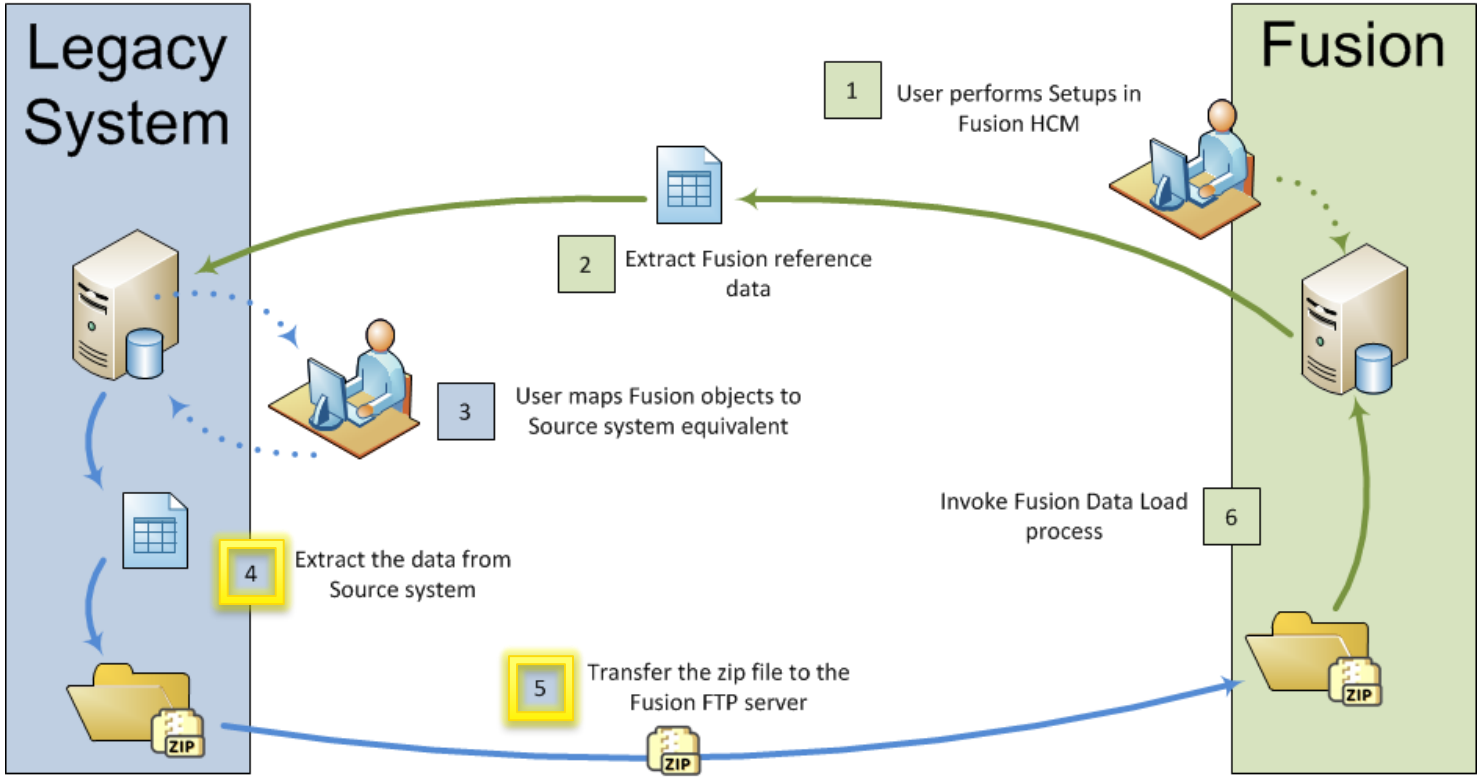
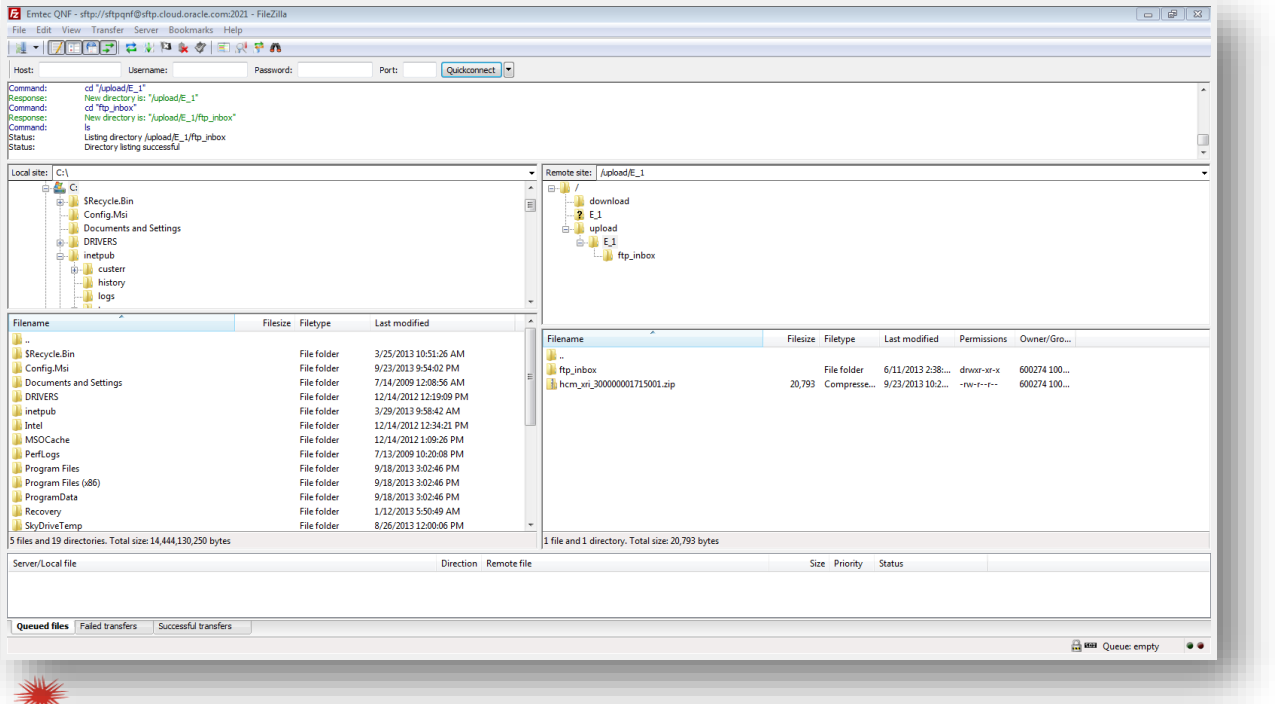
Solution Overview - File Based Loader



Solution Overview - File Based Loader

Step 5 – Transfer ZIP File to SFTP Server



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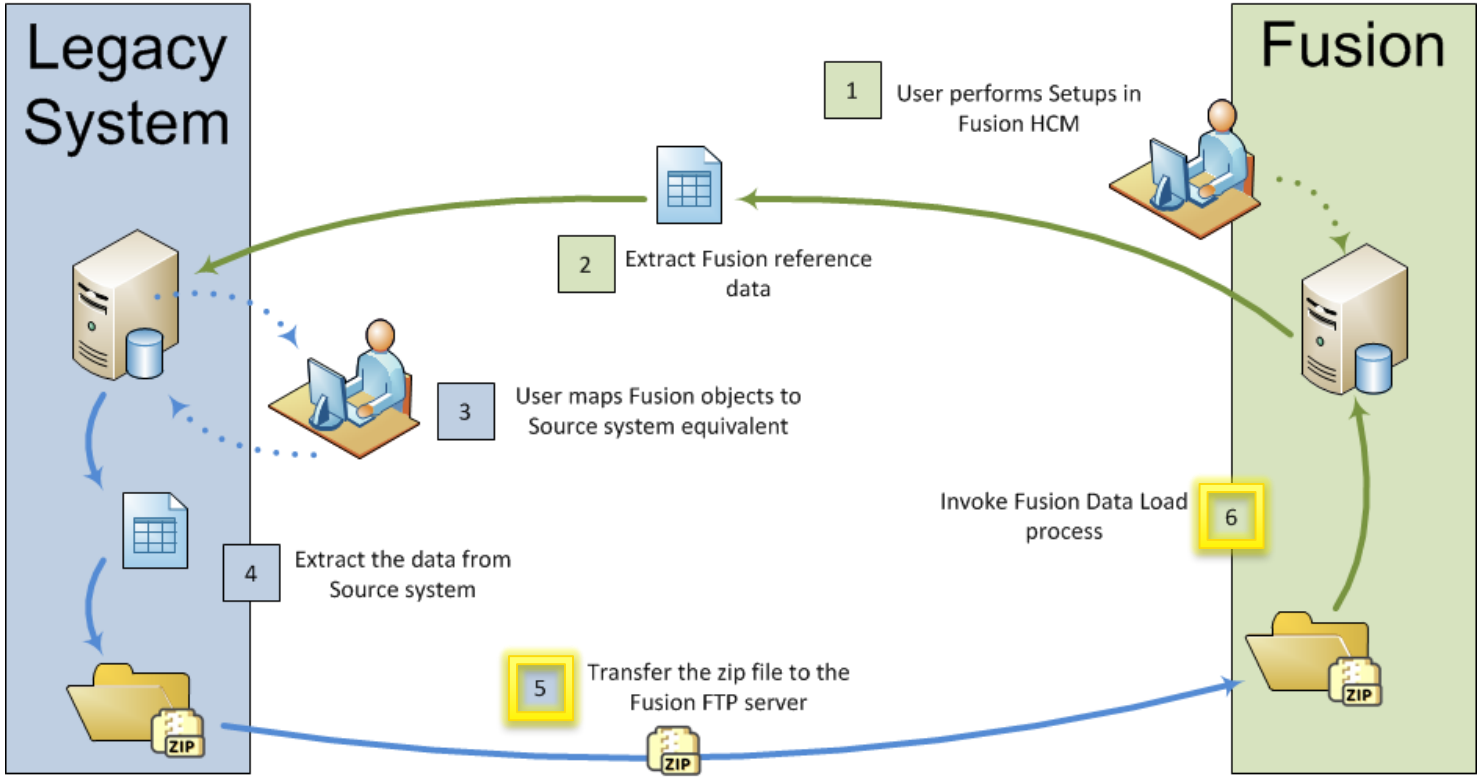
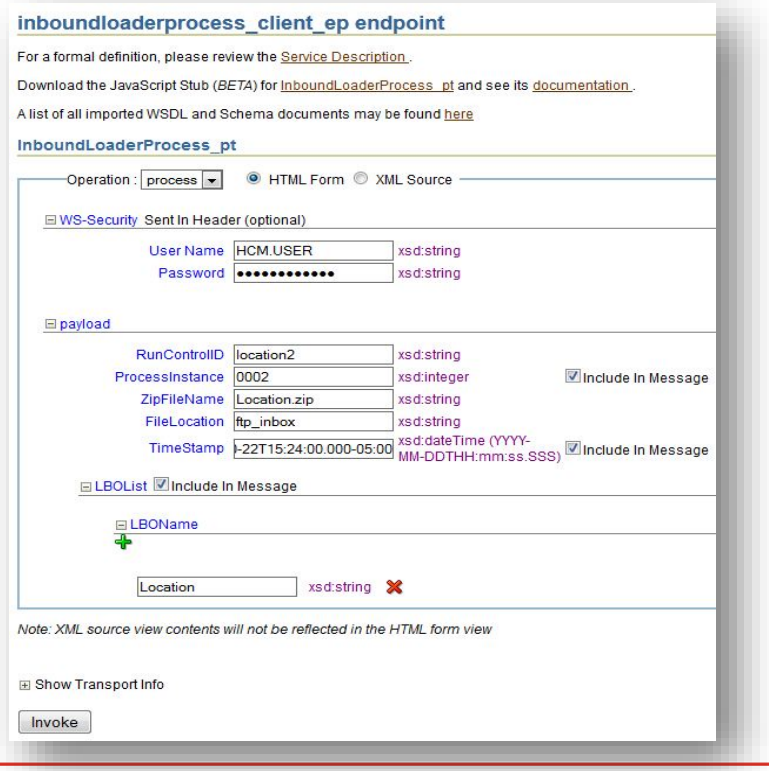
Solution Overview - File Based Loader



Solution Overview - File Based Loader

Step 6 – Invoke Fusion Data Process



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Solution Overview - File Based Loader

Step 6 – Invoke Fusion Data Process

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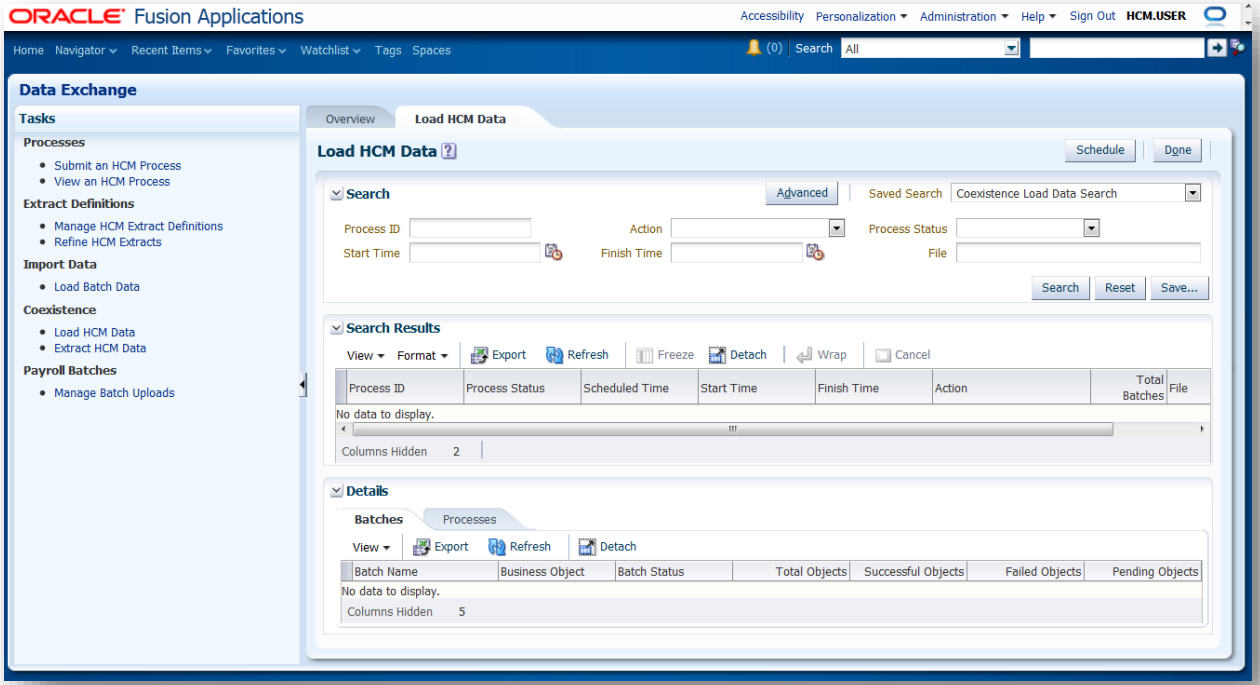

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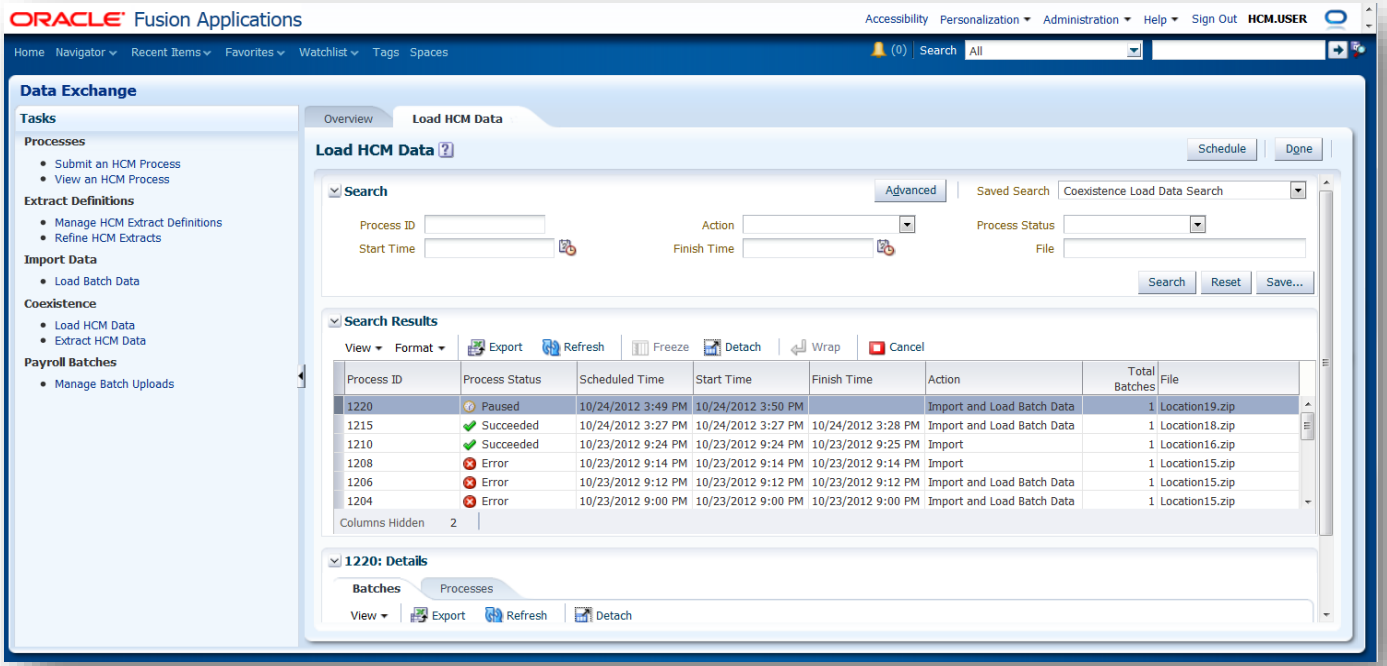

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Solution Overview - File Based Loader

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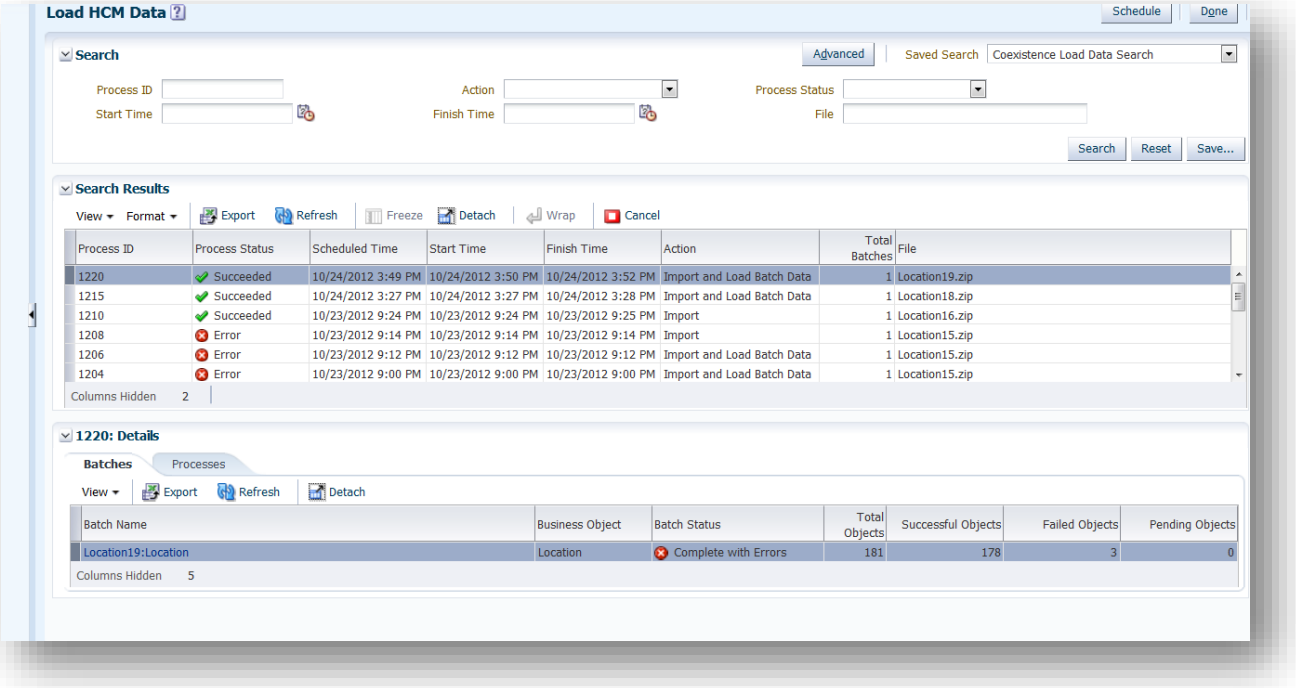

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Solution Overview - File Based Loader

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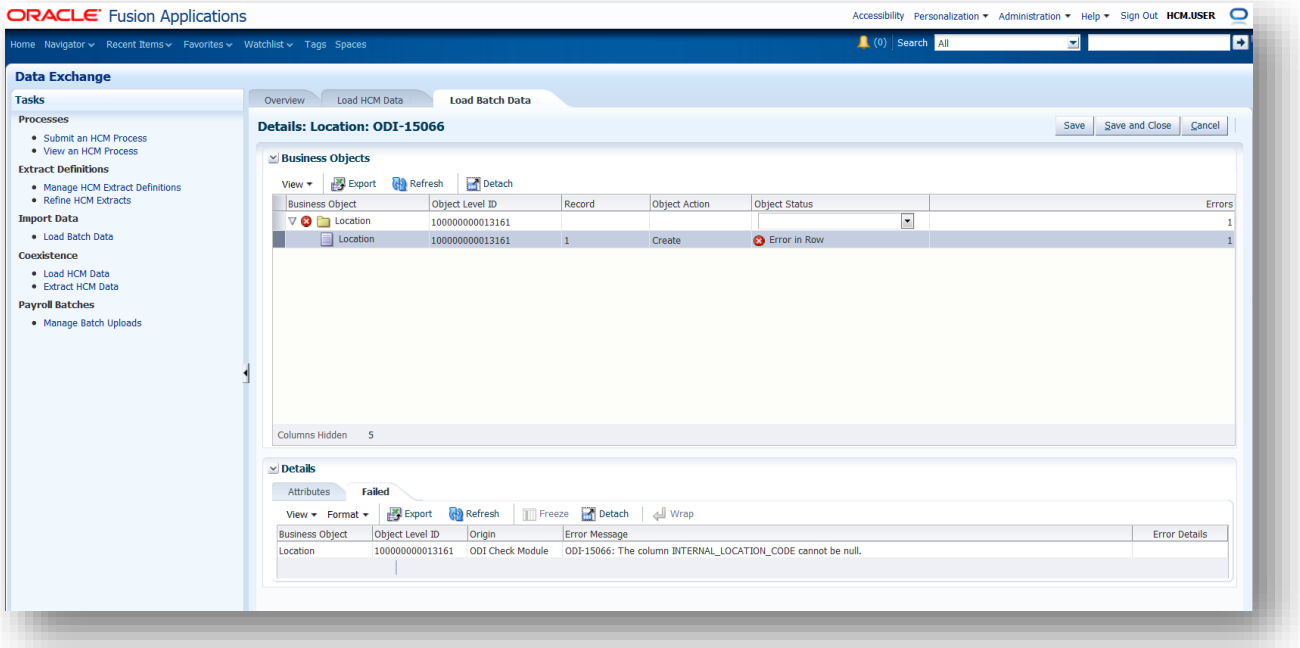

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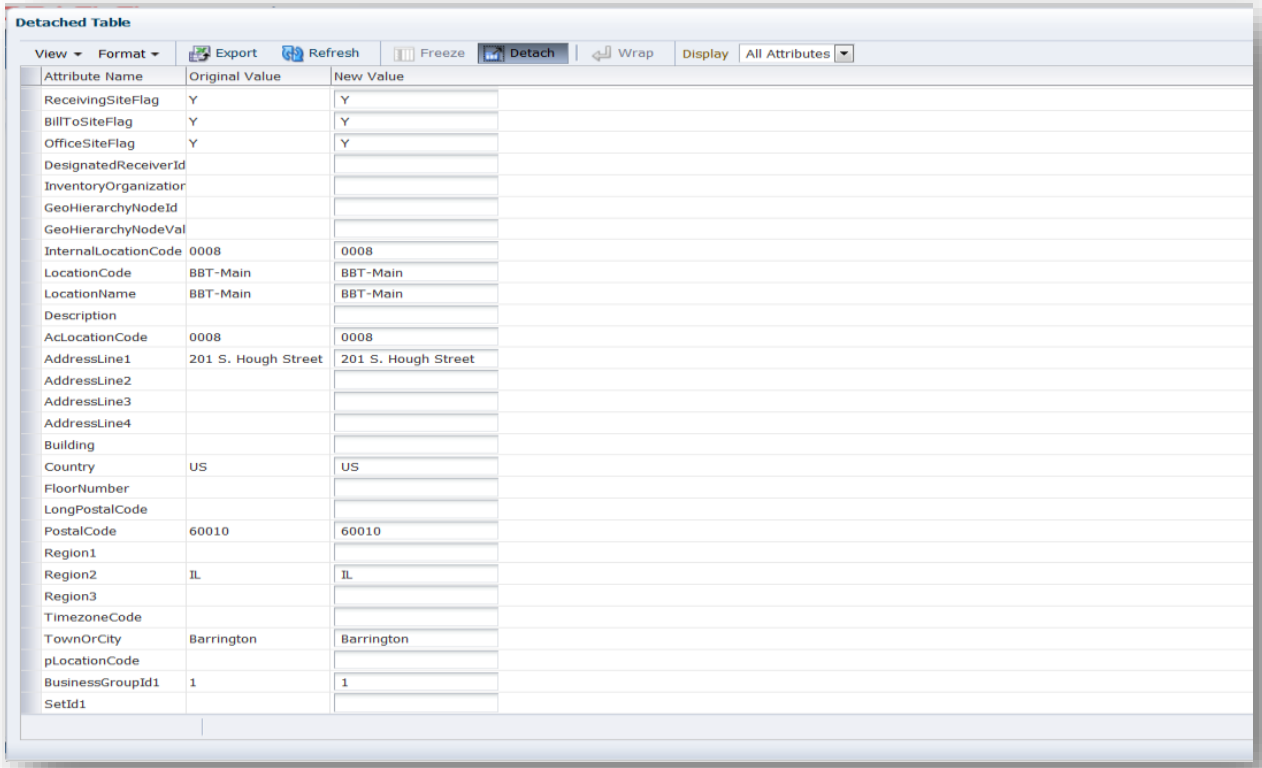
Solution Overview - File Based Loader

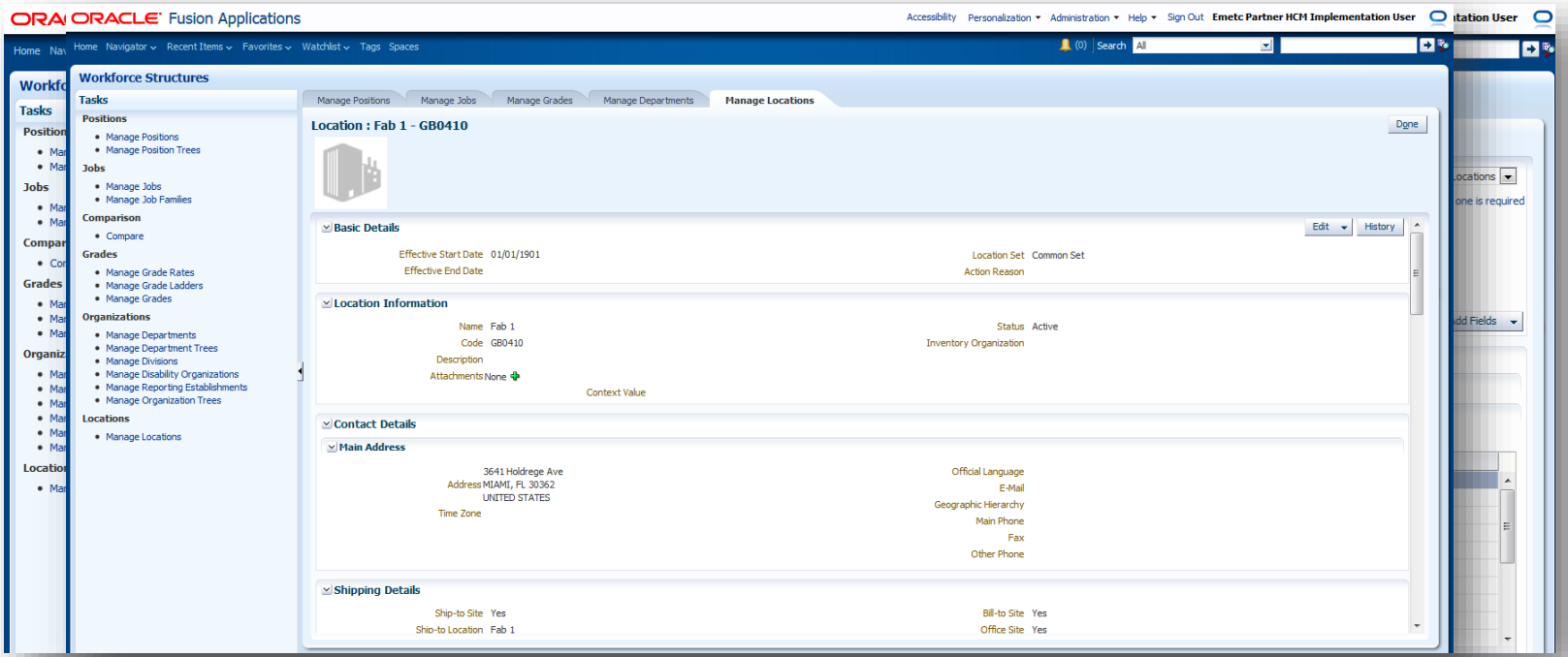
Step 6 – Invoke Fusion Data Process



Attribute Name	Original Value	New Value
ReceivingSiteFlag	Y	Y
BillToSiteFlag	Y	Y
OfficeSiteFlag	Y	Y
DesignatedReceiverId		
InventoryOrganizatior		
GeoHierarchyNodeId		
GeoHierarchyNodeVal		
InternalLocationCode	0008	0008
LocationCode	BBT-Main	BBT-Main
LocationName	BBT-Main	BBT-Main
Description		
AcLocationCode	0008	0008
AddressLine1	201 S. Hough Street	201 S. Hough Street
AddressLine2		
AddressLine3		
AddressLine4		
Building		
Country	US	US
FloorNumber		
LongPostalCode		
PostalCode	60010	60010
Region1		
Region2	IL	IL
Region3		
TimezoneCode		
TownOrCity	Barrington	Barrington
pLocationCode		
BusinessGroupId1	1	1
SetId1		

Solution Overview - File Based Loader

Step 6 – Invoke Fusion Data Process



Implementation Considerations

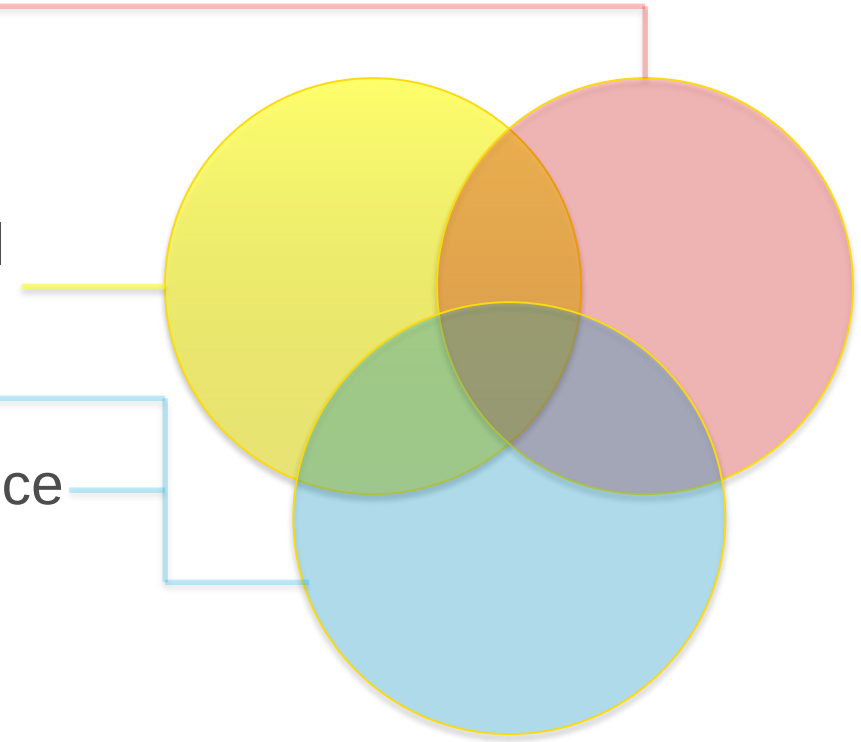
Lessons Learned

- Choosing Effective Dates wisely is critically important
- Loading the “Department” and “Location” objects can be done relatively quickly
- Loading the “Person” and “WorkRelationship” objects take more time
- Email addresses are tied to Security

Implementation Considerations

Required Skills

- Fusion HCM functional knowledge
- Legacy System functional knowledge
- Detailed oriented
- Data conversion experience



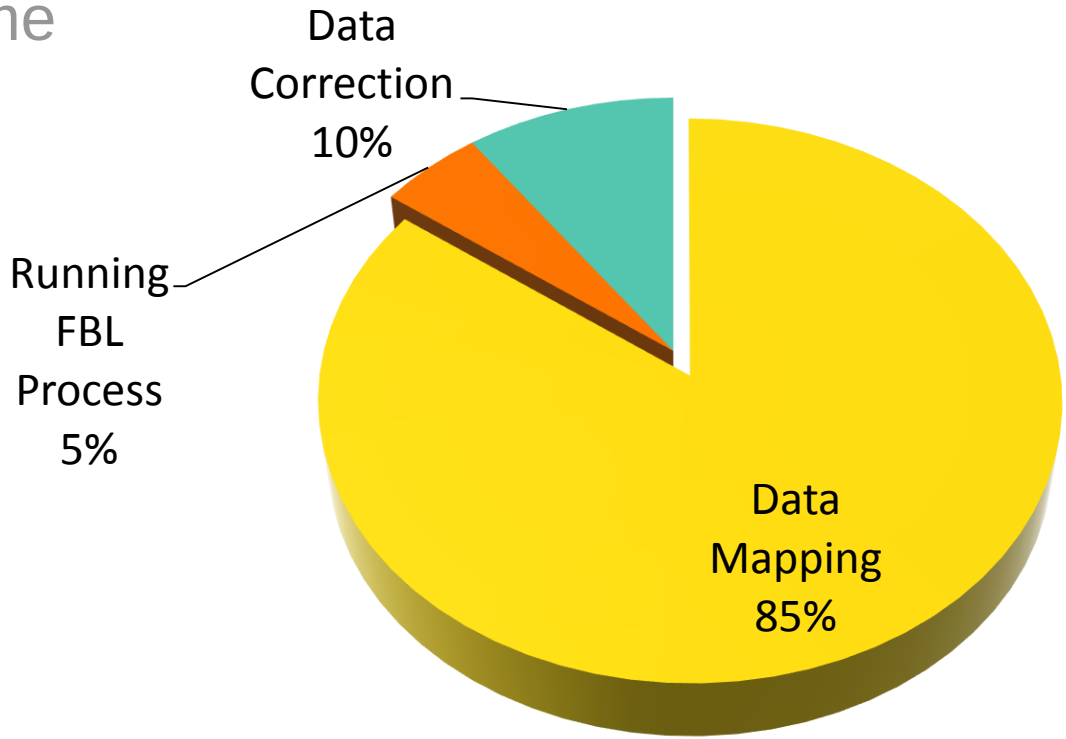
Implementation Considerations

Implementation Resources

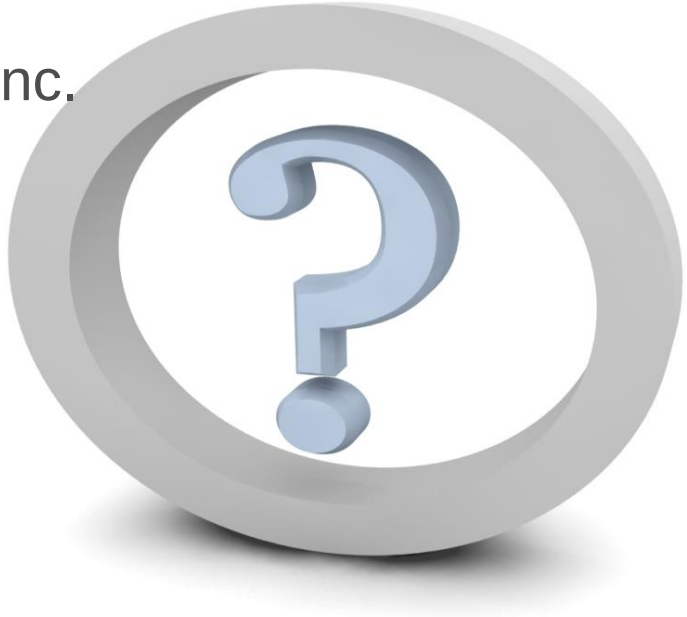
- Fusion Functional Resource
- Source System Functional Resource
- Technical Resource Dedicated to FBL
- Technical Resource for remaining technical tasks (Security, Reporting, Issue resolution…)

Implementation Considerations

Allocation of Time during FBL Process



Questions?

Thank you for your time!

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