



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

Senior Technical Consultant – Brian Kim
Oracle OpenWorld 2013

Agenda

Introduction

Solution Overview – File Based Loader

Data Mapping

Implementation Considerations

Questions?

About Emtec

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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
<p>End to End packaged Integration</p>	<p>Leverages ADFdi</p>	<p>Bulk import from standard data files</p>
<ul style="list-style-type: none">• Closed/End to end integration• Restricted source systems (Oracle EBS, PeopleSoft)	<ul style="list-style-type: none">• ADFdi Spreadsheets for loading objects supported by HR2HR• Flattened containers	<ul style="list-style-type: none">• 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

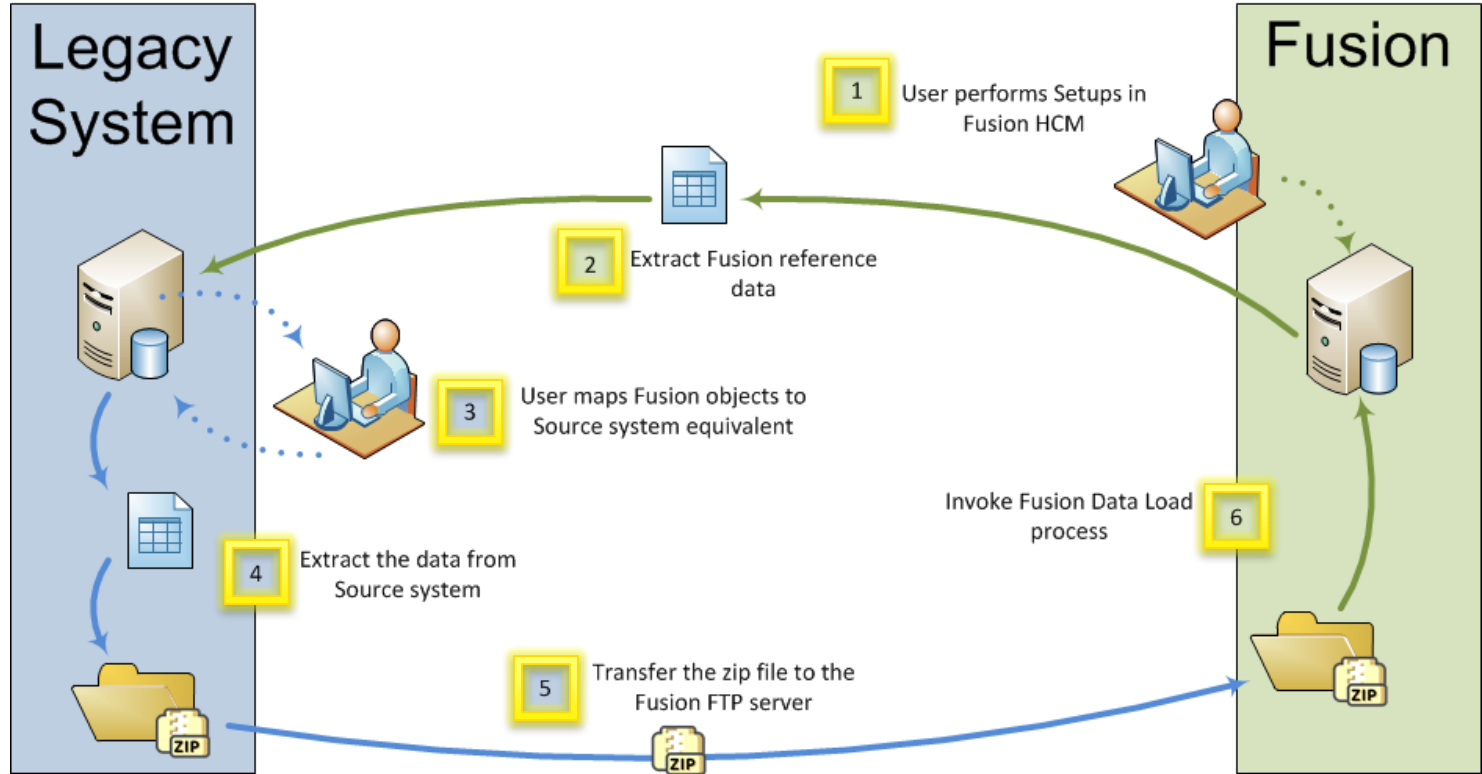
Workforce Compensation

- Salary Basis
 - Salary
- Element Entries

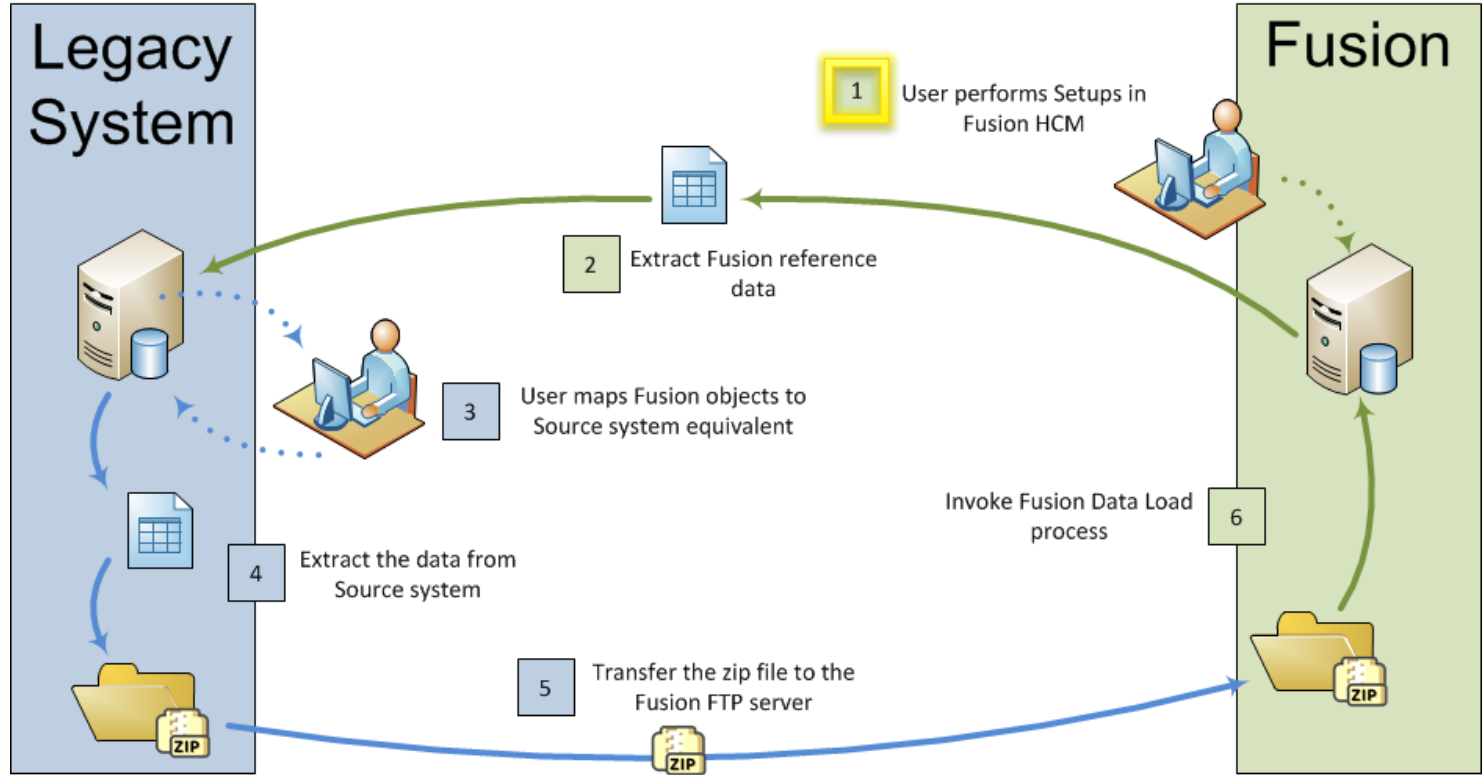
Talent Management

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

Solution Overview - File Based Loader



Solution Overview - File Based Loader



Solution Overview - File Based Loader

Step 1 – User Performs Setups in Fusion

ORACLE Fusion Applications

Accessibility Personalization Administration Help Sign Out Emetc Partner HCM Implementation User

Home Navigator Recent Items Favorites Tags Spaces

Setup and Maintenance

- Tasks
 - Implementations
 - Getting Started
 - Configure Offerings
 - Manage Implementation Projects
 - Setup Data Export and Import
 - Manage Configuration Packages
 - Manage Export and Import Processes
 - Implementation Objects
 - Manage Offerings and Options
 - Manage Features
 - Manage Business Processes
 - Manage Task Lists and Tasks
 - Manage Business Objects
 - Topology Objects
 - Manage Domains
 - Manage Enterprise Applications
 - Manage Modules
 - Topology Registration
 - Review Topology

Search: Tasks
Name
Advanced

Legal Entity : Global Business Corporation ?

Effective Start Date 01/01/0001 Effective End Date
Status Active Action Reason

Legal Employer

Legal Employer Details
Federal

Organization Information EFF : Legal Employer Details

- Work Day Information
 - Work Start Time Standard Working Hours
 - Work End Time Standard Working Hours Frequency
- Legal Employer Information
 - Salary Level Minimum Retirement Age
 - Worker Number Generation Maximum Retirement Age
 - Allow Employment Terms Override at Assignment Maximum Age of a Minor
 - People Group Flexfield Structure Employment Model 2 Tier - Single Assignment
 - Minimum Working Age

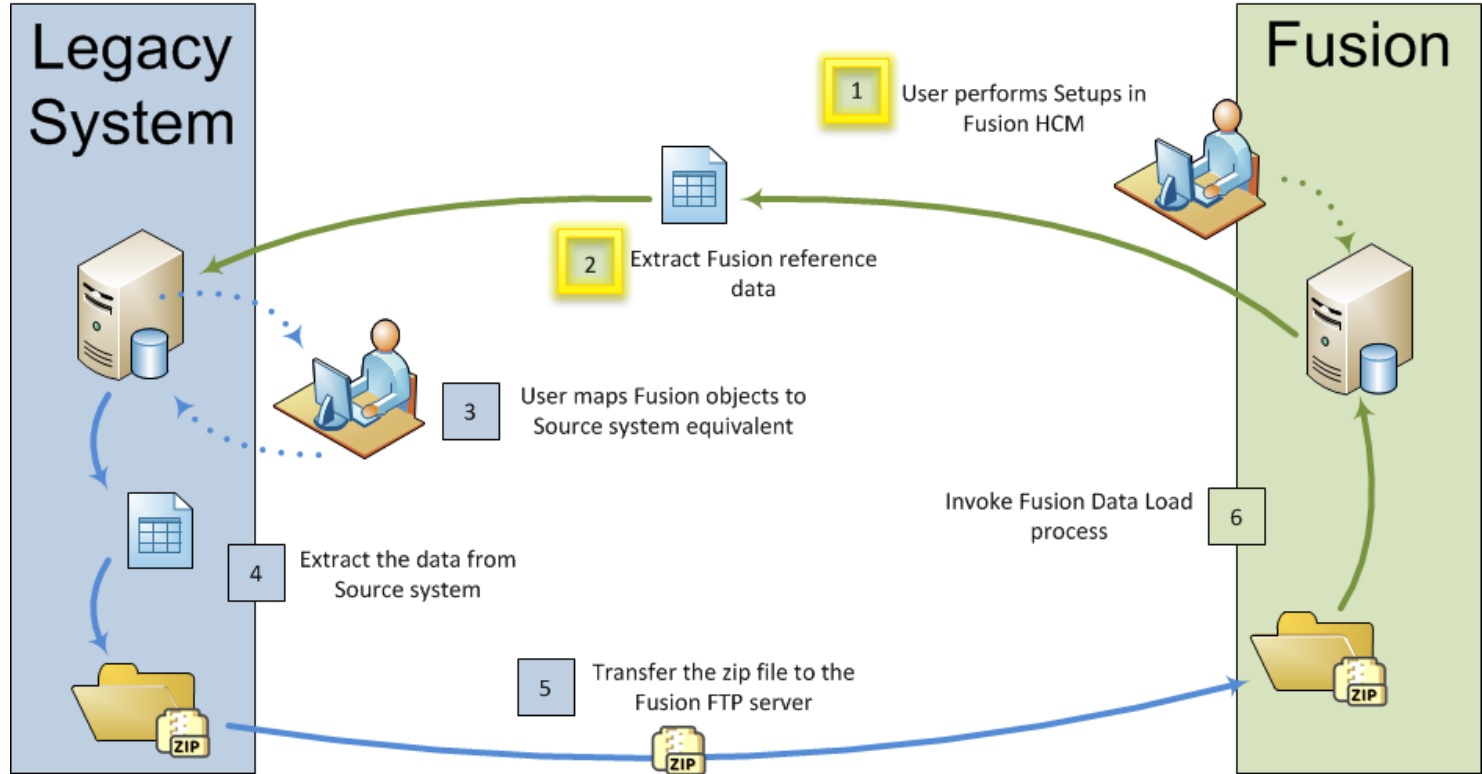
Solution Overview - File Based Loader

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

The screenshot displays the Oracle Fusion Applications interface. The main content area is titled "Manage HCM Configuration for Coexistence". It features a "Parameters" section with a table of configuration values and a "Generate Mapping File for HCM Business Objects" section with a table of process details. An "Information" dialog box is overlaid on the table, stating "Your Process 4050 was submitted.".

Parameters Table:

Parameter Name	Parameter Value
Load HCM Data Files Automatically	N
Environment properties file	/u01/APPLTOP/instance/ess/config/environment.properties
On Demand FTP Root Directory	/
Use Python Loader	Y
HRC Product Top	/u01/APPLTOP/fusionapps/applications/hcm/hrc

Generate Mapping File for HCM Business Objects Table:

Process ID	Process Status	File	Scheduled Time	Start Time	Finish Time
3847	12	hcm_xri_300000001612006.zip	2013-07-22 08:16:39	2013-07-22 08:16:54	2013-07-22 08:17:15
3845	12	hcm_xri_300000001612001.zip	2013-07-22 05:27:04	2013-07-22 05:27:20	2013-07-22 05:28:31
3729	12	hcm_xri_300000001161081.zip	2013-06-12 11:27:54	2013-06-12 11:28:06	2013-06-12 11:28:19
3728	12	hcm_xri_300000001161076.zip	2013-06-12 10:24:12	2013-06-12 10:24:32	2013-06-12 10:24:32
3727	12	hcm_xri_300000001161071.zip	2013-06-12 10:20:17	2013-06-12 10:20:20	2013-06-12 10:20:41

Solution Overview - File Based Loader

Step 2 – Extract Fusion Reference Data

The screenshot displays the FileZilla FTP client interface. The top panel shows the command history:

```
Command: cd /upload_E_1
Response: New directory as "/upload_E_1"
Command: cd /ftp_inbox
Response: New directory as "/upload_E_1/ftp_inbox"
Command: ls
Status: Listing directory /upload_E_1/ftp_inbox
Status: Directory listing successful
```

The main area is split into two panes. The left pane shows the local site (C:\) with a file listing table:

Filename	Filesize	Filetype	Last modified
..		File folder	3/25/2013 10:51:26 AM
..		File folder	9/23/2013 9:54:02 PM
..		File folder	7/14/2009 12:08:56 AM
..		File folder	12/14/2011 12:10:00 PM
..		File folder	3/29/2013 9:58:42 AM
..		File folder	12/14/2012 12:34:21 PM
..		File folder	12/14/2012 1:09:26 PM
..		File folder	7/13/2009 10:20:08 PM
..		File folder	9/18/2013 3:02:46 PM
..		File folder	9/18/2013 3:02:46 PM
..		File folder	9/18/2013 3:02:46 PM
..		File folder	1/12/2013 5:50:49 AM
..		File folder	8/29/2013 11:30:05 PM

The right pane shows the remote site (/upload_E_1) with a file listing table:

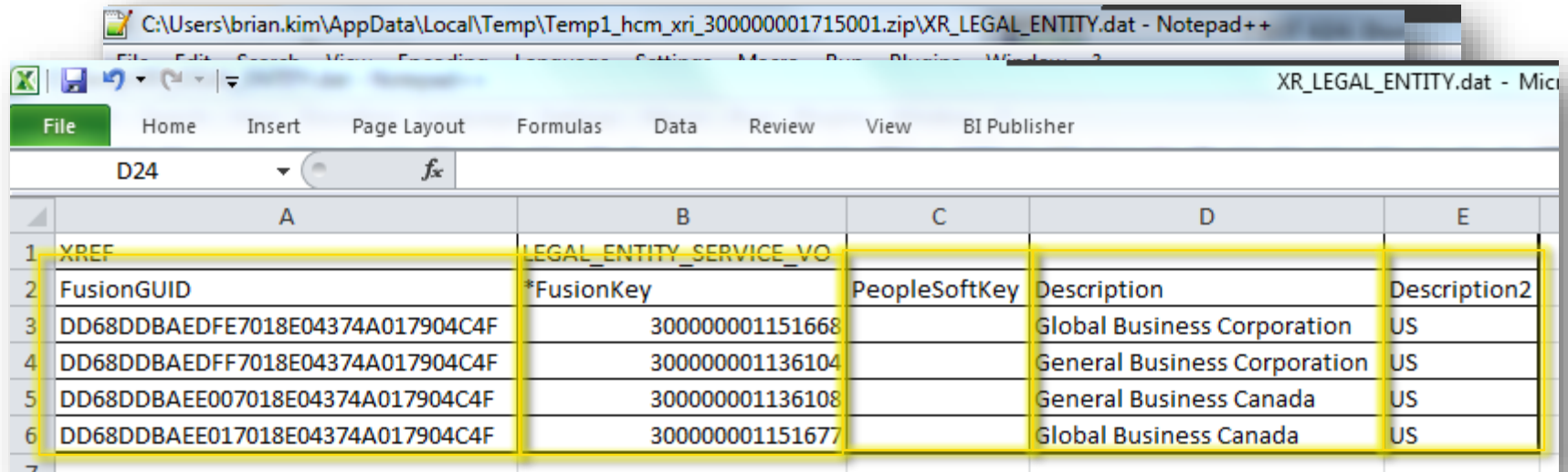
Filename	Filesize	Filetype	Last modified	Permissions	Owner/Gro...
..		File folder	6/11/2013 2:38:...	drwx-sr-x	600274 100...
hcm_vr_300000001715001.zip	20,793	Compress...	9/23/2013 10:2...	-rwx-r--	600274 100...

Yellow boxes highlight the local site listing table and the remote site listing table. A yellow box also highlights the transfer queue area at the bottom, which shows a single transfer:

Server/Local file	Direction	Remote file	Size	Priority	Status

Solution Overview - File Based Loader

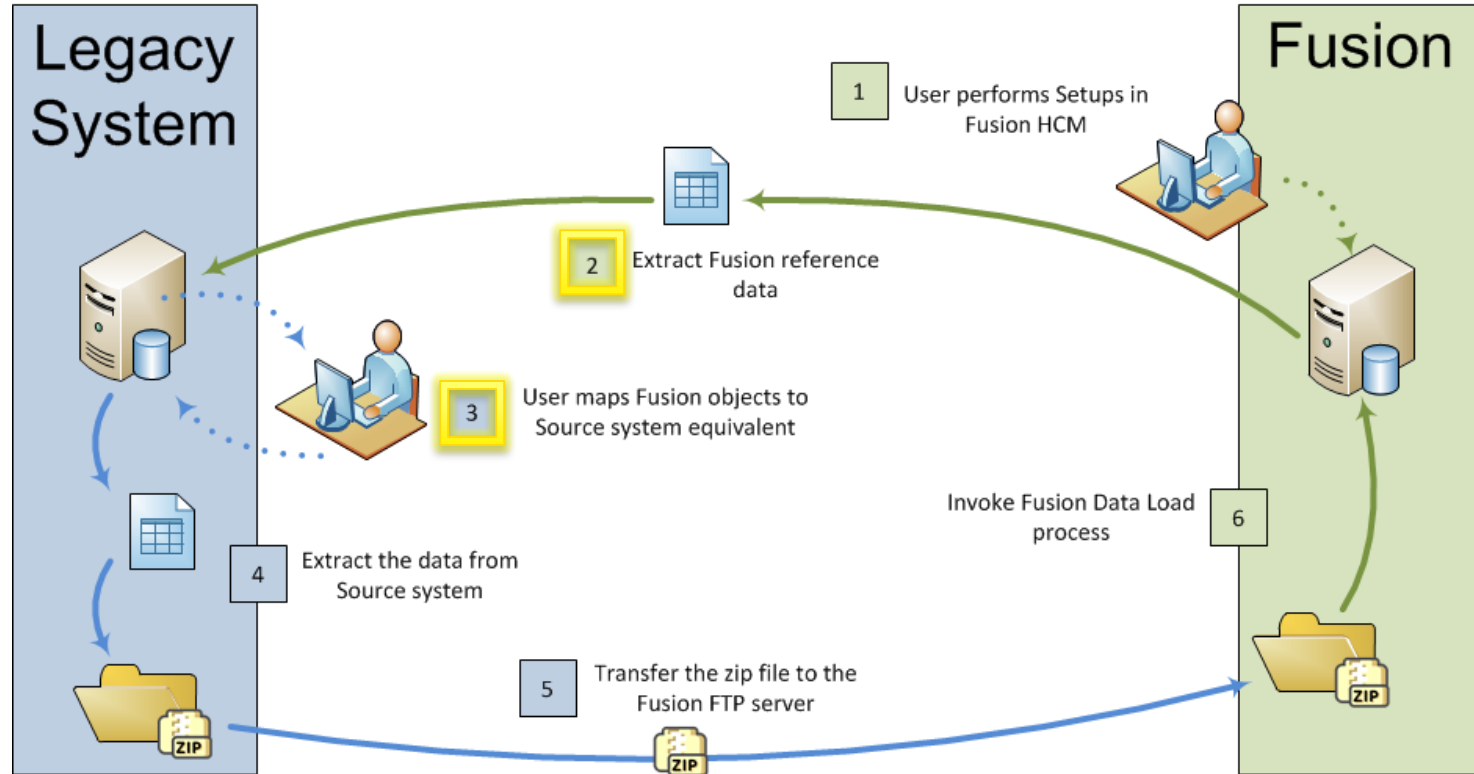
Step 2 – Extract Fusion Reference Data



The screenshot shows a Notepad++ window displaying the file path: C:\Users\brian.kim\AppData\Local\Temp\Temp1_hcm_xri_300000001715001.zip\XR_LEGAL_ENTITY.dat. Below it, a Microsoft Excel spreadsheet is open, showing a table with the following data:

	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



PSFT_TALENT_20120605_223019_1491.zip

Name	Type
F_FND_LABEL.dat	DAT File
F_FND_LABEL_TL.dat	DAT File
F_FND_NODE.dat	DAT File
F_FND_NODE_TL.dat	DAT File
F_FND_TREE.dat	DAT File
F_FND_TREE_TL.dat	DAT File
F_FND_TREE_VERSION.dat	DAT File
F_FND_TREE_VERSION_TL.dat	DAT File
F_PER_DEPT_TREE_NODE.dat	DAT File

File Based Loader

Step 3 – Data Mapping

	JOB_ID	EFFECTIVE_START_DATE	EFFECTIVE_END_DATE	JOB_CODE	NAME	SET_ID	BUSINESS_GROUP_ID	JOB_FAMILY_ID	BENCHMARK
1									
2	B05823514259EDDAE040F40A46006C6D	2001-01-01	4712-12-31	HXSID_HXCM1	Competency test 1		AF959A6444F8B2A1E040E40A		
3	B0582351403BEDDAE040F40A46006C6D	2001-01-01	4712-12-31	HXSID_HXJCI	Inactive Job Code		AF959A6444F8B2A1E040E40A		
4	B05823513D2FEDDAE040F40A46006C6D	2000-01-01	4712-12-31	HXSID_HXMP01	Payroll Clerk		AF959A6444F8B2A1E040E40A		
5	B05823513AFDEDDAE040F40A46006C6D	2000-01-01	4712-12-31	HXSID_HXMP02	Sr. Payroll Clerk		AF959A6444F8B2A1E040E40A		
6	B05823513E23EDDAE040F40A46006C6D	1990-01-01	4712-12-31	HXSID_HXMU02	MU-Customer Service 1		AF959A6444F8B2A1E040E40A		
7	B0582351425BEDDAE040F40A46006C6D	1990-01-01	4712-12-31	HXSID_HXMU04	MU- Developer 1		AF959A6444F8B2A1E040E40A		
8	B05823513F39EDDAE040F40A46006C6D	1990-01-01	4712-12-31	HXSID_HXMU05	MU-Developer2		AF959A6444F8B2A1E040E40A		
13	B05823513B29EDDAE040F40A46006C6D	1990-01-01	4712-12-31	HXSID_HXRPT1	EO-1 Job Category		AF959A6444F8B2A1E040E40A		
14	B05823513D54EDDAE040F40A46006C6D	1990-01-01	4712-12-31	HXSID_HXSH10	QA analyst for HR		AF959A6444F8B2A1E040E40A		
15	B05823513F58EDDAE040F40A46006C6D	1990-01-01	4712-12-31	HXSID_HXSS00	SS Chief Executive Officer		AF959A6444F8B2A1E040E40A		

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

ORACLE

Fusion Mapper Fusion Map Generate

Fusion ID Staging.Department.F_DEPARTMENT_VO

Description Staging Environment Department Mapping

Environment Staging

Source File

Add View Delete

Departments_Sample.csv

*Field Delimiter ✓

Heading Included in File

Fusion File

Add View Delete

F_DEPARTMENT_VO.dat

*Field Delimiter ✓

Load Files Next >>

Source file loaded successfully!
- Rows of Data: 1
Target template file loaded successfully!

Solution Overview - File Based Loader

Step 3 – Data Mapping

The screenshot displays the Oracle Fusion Mapper interface in two states: the mapping configuration screen on the left and the file generation results screen on the right. Both screens have a yellow border highlighting key elements.

Mapper Configuration (Left):

Source Field	Use GUID	Manual Default
1	<input type="checkbox"/>	
2	<input type="checkbox"/>	1991-01-01
3	<input type="checkbox"/>	4712-12-31
4 Department	<input type="checkbox"/>	
5	<input type="checkbox"/>	
8	<input type="checkbox"/>	
9	<input type="checkbox"/>	
10	<input type="checkbox"/>	
11	<input type="checkbox"/>	
12	<input type="checkbox"/>	A
13	<input type="checkbox"/>	
14 Department Code	<input type="checkbox"/>	
15	<input type="checkbox"/>	

Generate File Results (Right):

Fusion ID: Staging.Department.F_DEPARTMENT_VO
File Name: C:\Temp\F_DEPARTMENT_VO.dat
Include Folder, i.e., C:\Temp\LOCATION_VO.dat

Generate File

<< Back

Source file loaded successfully!
- Rows of Data: 1

Target template file loaded successfully!

File creation successful! Find the file on the server, C:\Temp\F_DEPARTMENT_VO.dat

Navigation: Save, Return to Search, Previous in List, Next in List, Notify, Add, Update/Display, Include History

Footer: Fusion Mapper | Fusion Map | Generate

Data Mapping

Department File Based Loader File

C:\Users\brian.kim\SkyDrive\Documents\Oracle Fusion\PSFT_TALENT_20120605_223019_1491\Department\F_DEPARTMENT_VO.dat - Notepad++

1	ORGANIZATION_ID	EFFECTIVE_START_DATE	EFFECTIVE_END_DATE	NAME	LOCATION_ID	BUSINESS_GROUP_ID	SET_ID	LEGAL_ENTITY_ID	ESTABLISHMENT_ID	COST_ALLOCATION_KEY	FLEX_ID	ACTION_OCCURRENCE_ID	STATUS	INTERNAL
2	B058235138F3EDDAE040F04A46006CD	2001-01-01	4712-12-31	HXP0P001-HXSID/HXP0P001	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
3	B05823513A3BEDDAE040F04A46006CD	1990-01-01	4712-12-31	HRMS Product Management-HXSID/HXS1000	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
4	B058235137A1EDDAE040F04A46006CD	1990-01-01	4712-12-31	HRMS Product Development-HXSID/HXS1001	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
5	B058235137A1EDDAE040F04A46006CD	1990-01-01	4712-12-31	Product Management-HXSID/HXS1002	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
6	B0582351384EDDAE040F04A46006CD	1990-01-01	4712-12-31	Enterprise-HXSID/HXS1004	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
7	B0582351384EDDAE040F04A46006CD	1990-01-01	4712-12-31	Technology & Services-HXSID/HXS1005	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
8	B058235138FDDEDAE040F04A46006CD	1990-01-01	4712-12-31	HRMS Product Management-HXSID/H0PM1	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
9	B05823513A38EDDAE040F04A46006CD	1990-01-01	4712-12-31	Human Resources-HXSID/H0PM2	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
10	B058235136FAEDDAE040F04A46006CD	1990-01-01	4712-12-31	PeopleTools-HXSID/H0PM3	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
11	B058235138F1EDDAE040F04A46006CD	1990-01-01	4712-12-31	Accounting-HXSID/H0PM4	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
12	B058235137A0EDDAE040F04A46006CD	1990-01-01	4712-12-31	Strategy-HXSID/H0PM7	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
13	B05823513A39EDDAE040F04A46006CD	1990-01-01	4712-12-31	Benefits-HXSID/H0PM9	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
14	B05823513987EDDAE040F04A46006CD	1990-01-01	4712-12-31	HRMS Product Development-HXSID/HXK001	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
15	B058235136FEDDAE040F04A46006CD	1990-01-01	4712-12-31	Department AM01-HXSID/HXAM01	B0582351310EEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
16	B058235136FEDDAE040F04A46006CD	1990-01-01	4712-12-31	Department AM02-HXSID/HXAM02	B0582351310EEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
17	B058235136FEDDAE040F04A46006CD	1990-01-01	4712-12-31	HRMS Division-HXSID/HXDEPT01	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
18	B058235135B9EDDAE040F04A46006CD	1990-01-01	4712-12-31	Plan Careers Dept3-HXSID/HXDEPT03	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
19	B05823513654EDDAE040F04A46006CD	1990-01-01	4712-12-31	MU- San Jose Customer Service-HXSID/HXMU002	B05823513457EDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
20	B0582351384EDDAE040F04A46006CD	1990-01-01	4712-12-31	MU- San Jose Development-HXSID/HXMU003	B05823513457EDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
21	B0582351384EDDAE040F04A46006CD	1990-01-01	4712-12-31	MU- Exinction Sales-HXSID/HXMU004	B05823513457EDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
22	B0582351384EDDAE040F04A46006CD	1990-01-01	4712-12-31	MU- Exinction Development-HXSID/HXMU005	B05823513457EDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
23	B05823513655EDDAE040F04A46006CD	1990-01-01	4712-12-31	MU- Exinction Service Desk-HXSID/HXMU007	B05823513457EDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
24	B05823513746EDDAE040F04A46006CD	1990-01-01	4712-12-31	PSFT - Executive Division-HXSID/HFP0001	B05823512FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
25	B05823513A69EDDAE040F04A46006CD	2000-01-01	4712-12-31	CWB - Strategy-HXSID/HXFP009	B058235131A6EDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
26	BC4A627B9E229C89E040F04A4600076D	1990-01-01	2002-12-31	DEPT to test supervisor of gpr-HXSID/HXFP010	B05823512FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
27	B05823513941EDDAE040F04A46006CD	1990-01-01	4712-12-31	CWB - Development-HXSID/HXFP008	B058235131A6EDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
28	B058235138A9EDDAE040F04A46006CD	1990-01-01	4712-12-31	PSFT - HCM Operations-HXSID/HXFP002	B05823512FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
29	B05823513985EDDAE040F04A46006CD	1990-01-01	1999-12-31	PSFT - Finance-HXSID/HXFP004	B05823512FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
30	B05823513964EDDAE040F04A46006CD	1990-01-01	4712-12-31	PSFT - Facilities-HXSID/HXFP005	B05823512FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
31	B058235138C2EDDAE040F04A46006CD	1990-01-01	4712-12-31	PSFT - Marketing-HXSID/HXFP006	B05823512FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
32	B058235138C2EDDAE040F04A46006CD	1990-01-01	1999-12-31	CWB - Strategy-HXSID/HXFP009	B058235131A6EDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
33	B05823513A69EDDAE040F04A46006CD	1990-01-01	4712-12-31	Support-HXSID/HXS1009	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
34	B05823513A3AEDDAE040F04A46006CD	2001-01-01	4712-12-31	HXP0P002-HXSID/HXP0P002	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
35	B05823513656EDDAE040F04A46006CD	1990-01-01	4712-12-31	Strategy-HXSID/HXS1003	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
36	B05823513988EDDAE040F04A46006CD	2002-01-01	4712-12-31	FTE & Business Development-HXSID/H0PM10	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
37	B05823513988EDDAE040F04A46006CD	2002-01-01	4712-12-31	FTE & Decimal HrRtEst-HXSID/HXID	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
38	B058235138F2EDDAE040F04A46006CD	1990-01-01	4712-12-31	MU- San Jose Sales-HXSID/HXMU001	B05823513457EDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
39	B058235136FEDDAE040F04A46006CD	1990-01-01	4712-12-31	Payroll-HXSID/H0PM5	B058235132FCEDDAE040F04A46006CD	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A
40	B058235136FFEDDAE040F04A46006CD	1990-01-01	4712-12-31	HR Department Node for HR-HXSID/HXDEPTMENT	0	0	0	AF959A6444F8B2A1E040E40A0E906288	0	AF959A644522B2A1E040E40A0E906288	0	0	0	A

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

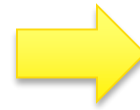
- Cross Referencing Values

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

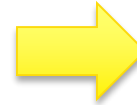
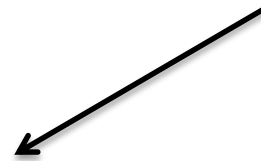
ID	Column1	Column2
001	ABC	...
002	BCD	...
003	CDE	...

Xref Table

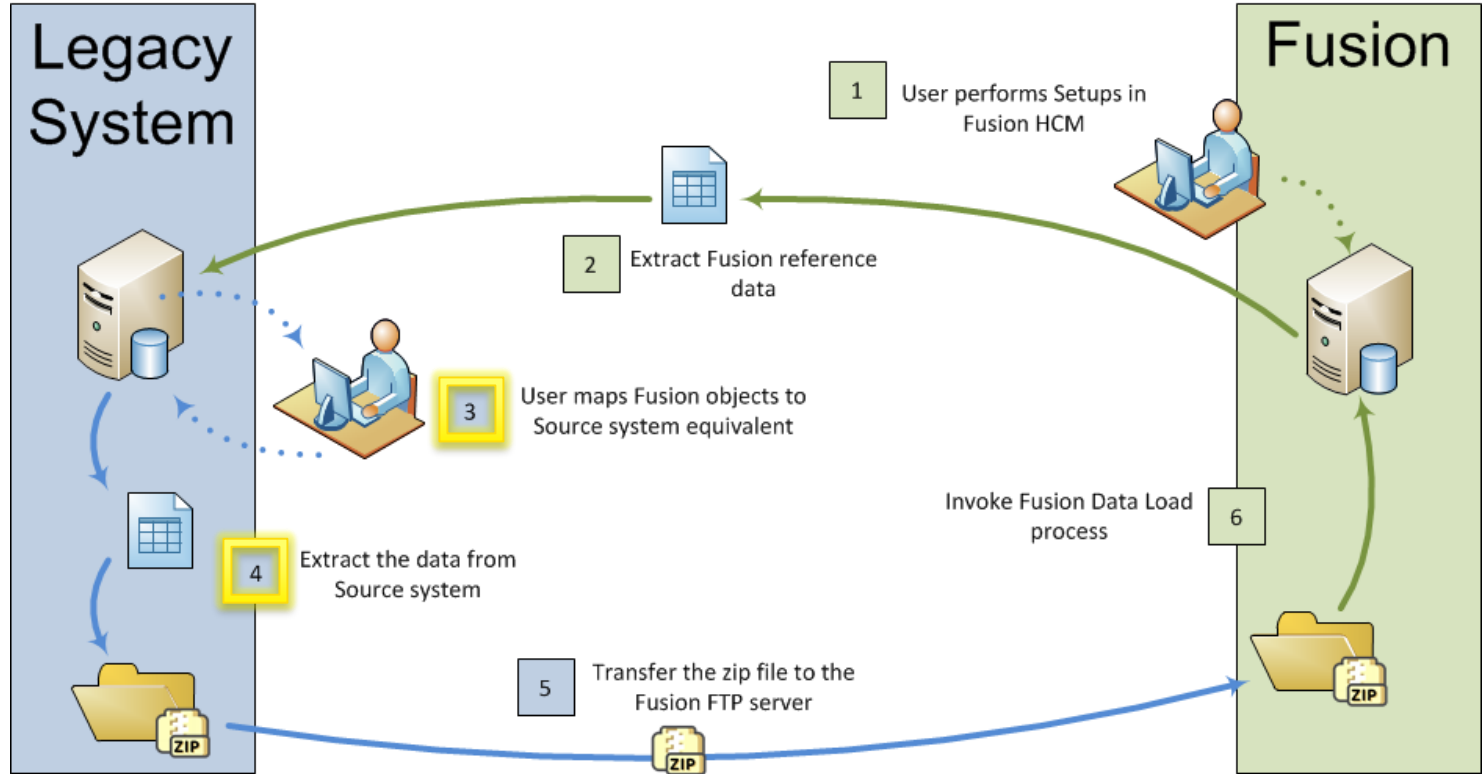
Source Value	Fusion Value
ABC	Descr 1
BCD	Descr 2
CDE	Descr 3

FBL File

ID	Column1	Column2

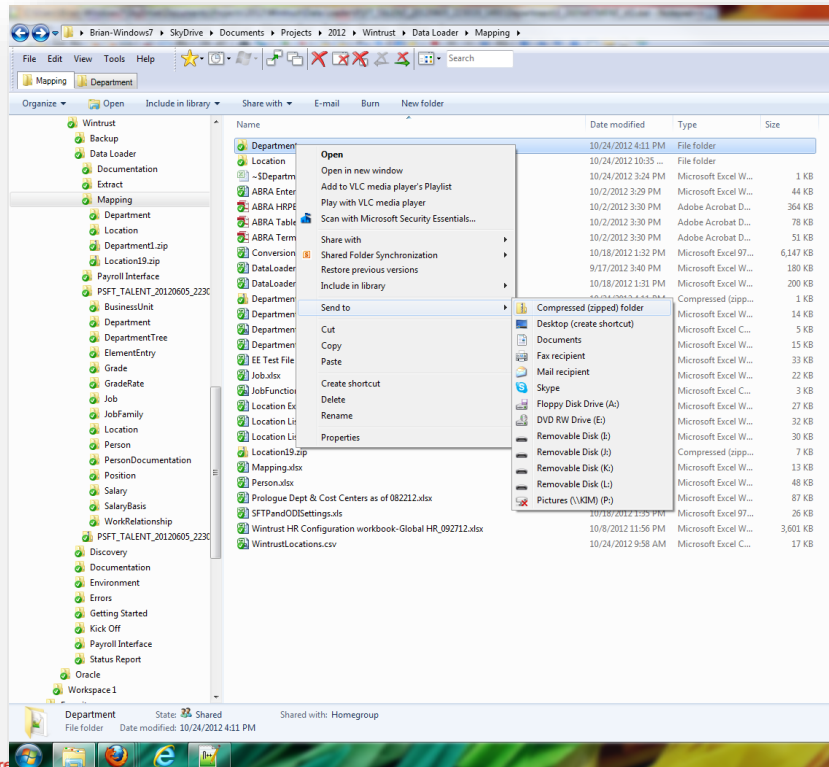


Solution Overview - File Based Loader

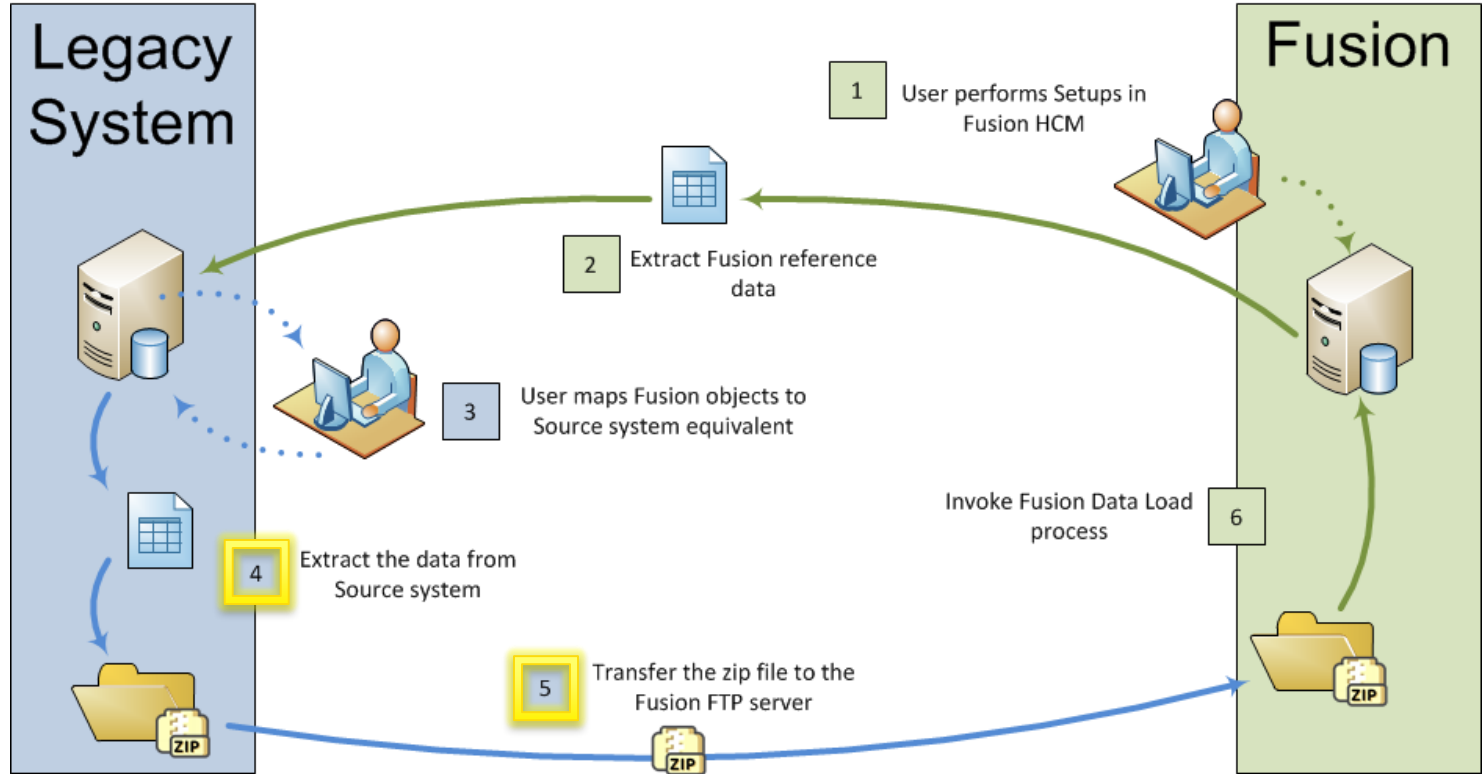


Solution Overview - File Based Loader

Step 4 – Produce Upload File

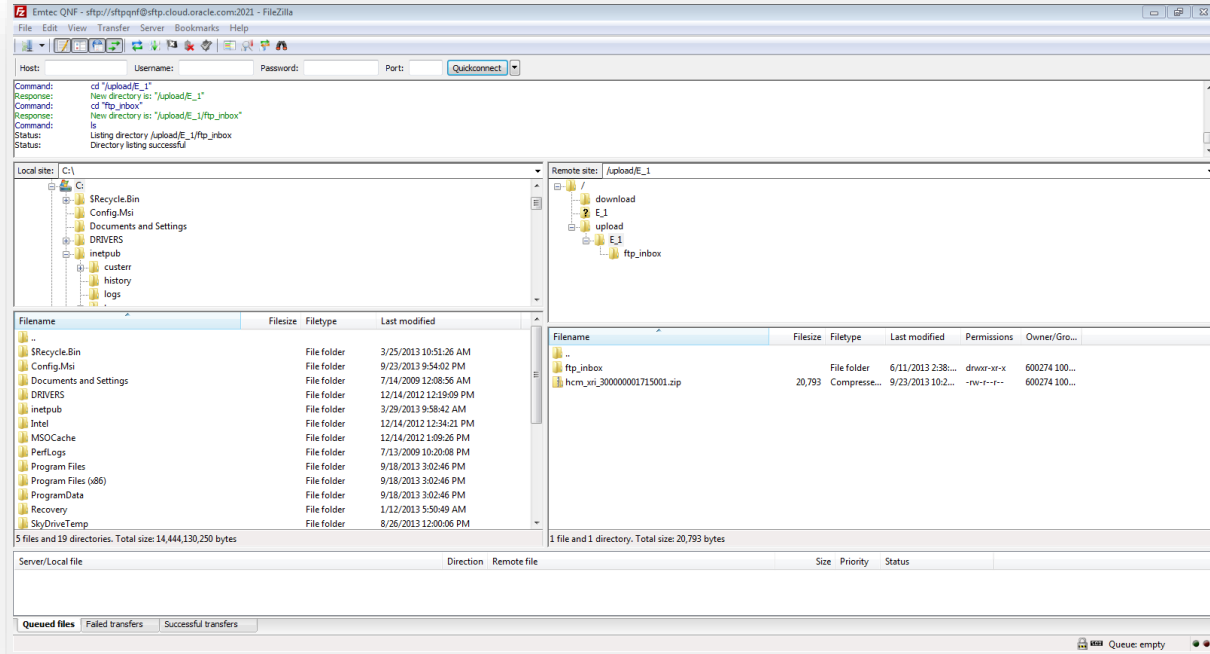


Solution Overview - File Based Loader

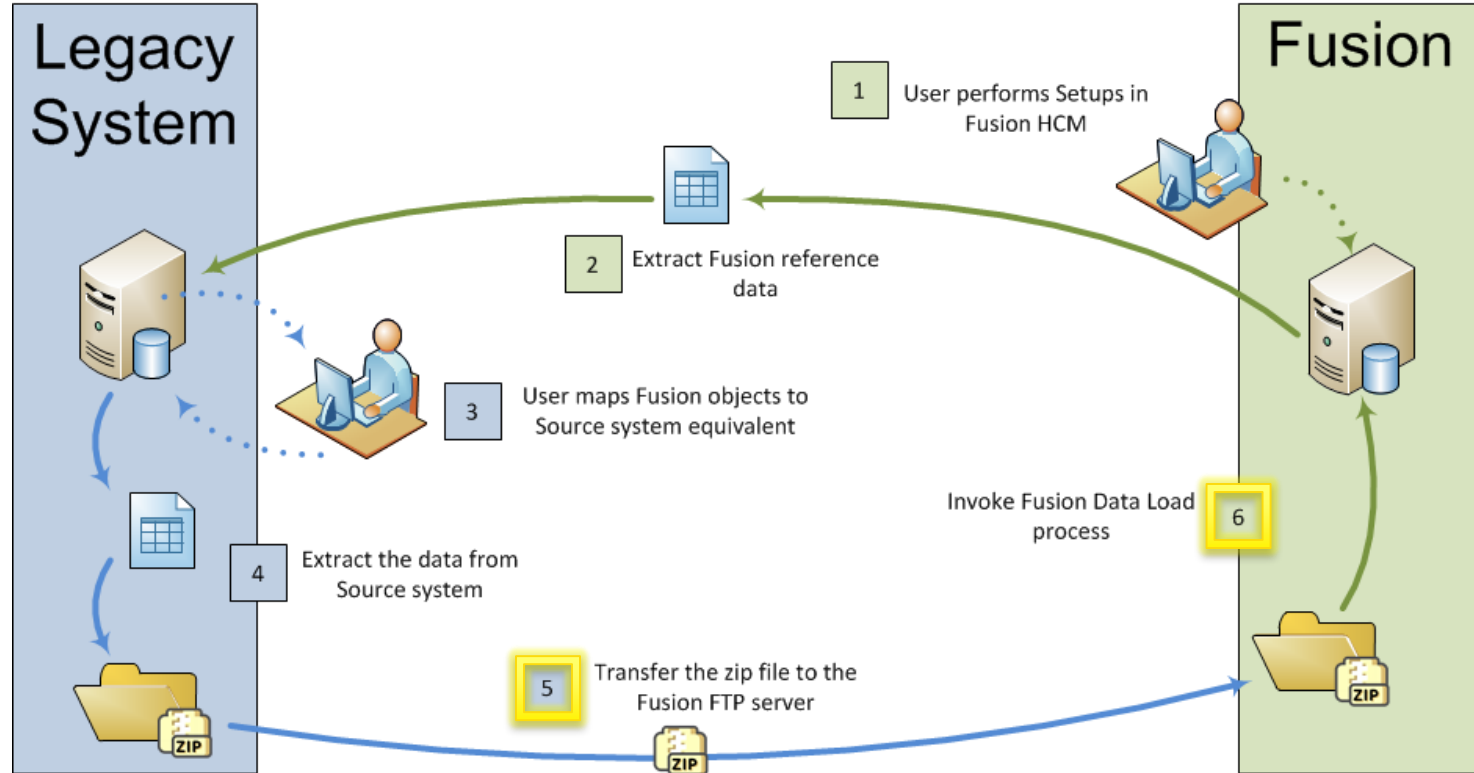


Solution Overview - File Based Loader

Step 5 – Transfer ZIP File to SFTP Server



Solution Overview - File Based Loader



Solution Overview - File Based Loader

Step 6 – Invoke Fusion Data Process

inboundloaderprocess_client_ep endpoint

For a formal definition, please review the [Service Description](#).

Download the JavaScript Stub (BETA) for [InboundLoaderProcess_pt](#) and see its [documentation](#).

A list of all imported WSDL and Schema documents may be found [here](#).

InboundLoaderProcess_pt

Operation : HTML Form XML Source

WS-Security Sent In Header (optional)

User Name xsd:string
Password xsd:string

payload

RunControlID xsd:string
ProcessInstance xsd:integer Include In Message
ZipFileName xsd:string
FileLocation xsd:string
TimeStamp xsd:dateTime (YYYY-MM-DDTHH:mm:ss.SSS) Include In Message

LBOList Include In Message

LBOName

xsd:string ✖

Note: XML source view contents will not be reflected in the HTML form view

Show Transport Info

Solution Overview - File Based Loader

Step 6 – Invoke Fusion Data Process

ORACLE Fusion Applications Help

Sign In

Enter your single sign on user id and password.

User ID

Password

[Forgot Password](#)

 English

Solution Overview - File Based Loader

Step 6 – Invoke Fusion Data Process

The screenshot displays the Oracle Fusion Applications interface for the 'Load HCM Data' process. The page is titled 'Data Exchange' and includes a navigation menu on the left with sections for Tasks, Processes, Extract Definitions, Import Data, Coexistence, and Payroll Batches. The main content area is divided into 'Overview' and 'Load HCM Data' tabs. The 'Load HCM Data' section features a search form with fields for Process ID, Action, Process Status, Start Time, Finish Time, and File. Below the search form is a 'Search Results' table with columns for Process ID, Process Status, Scheduled Time, Start Time, Finish Time, Action, Total Batches, and File. The table currently displays 'No data to display.' Below the search results is a 'Details' section with a 'Batches' sub-tab, containing a table with columns for Batch Name, Business Object, Batch Status, Total Objects, Successful Objects, Failed Objects, and Pending Objects. This table also displays 'No data to display.'

Solution Overview - File Based Loader

Step 6 – Invoke Fusion Data Process

The screenshot displays the Oracle Fusion Applications Data Exchange interface. The main window is titled 'Data Exchange' and shows the 'Load HCM Data' process. The interface includes a search bar, a search results table, and a details section for process 1220.

Search Results Table:

Process ID	Process Status	Scheduled Time	Start Time	Finish Time	Action	Total Batches	File
1220	Paused	10/24/2012 3:49 PM	10/24/2012 3:50 PM		Import and Load Batch Data	1	Location19.zip
1215	Succeeded	10/24/2012 3:27 PM	10/24/2012 3:27 PM	10/24/2012 3:28 PM	Import and Load Batch Data	1	Location18.zip
1210	Succeeded	10/23/2012 9:24 PM	10/23/2012 9:24 PM	10/23/2012 9:25 PM	Import	1	Location16.zip
1208	Error	10/23/2012 9:14 PM	10/23/2012 9:14 PM	10/23/2012 9:14 PM	Import	1	Location15.zip
1206	Error	10/23/2012 9:12 PM	10/23/2012 9:12 PM	10/23/2012 9:12 PM	Import and Load Batch Data	1	Location15.zip
1204	Error	10/23/2012 9:00 PM	10/23/2012 9:00 PM	10/23/2012 9:00 PM	Import and Load Batch Data	1	Location15.zip

1220: Details

Batches Processes

View Export Refresh Detach

Solution Overview - File Based Loader

Step 6 – Invoke Fusion Data Process

The screenshot displays the 'Load HCM Data' application interface. At the top, there are 'Schedule' and 'Done' buttons. Below is a search section with a 'Search' button and a 'Saved Search' dropdown set to 'Coexistence Load Data Search'. The search criteria include Process ID, Start Time, Action, Finish Time, Process Status, and File. Below the search section is the 'Search Results' table, which lists various processes with their status, scheduled and actual times, actions, and file names. The table includes columns for Process ID, Process Status, Scheduled Time, Start Time, Finish Time, Action, Total Batches, and File. Below the search results is the '1220: Details' section, which shows a 'Batches' tab and a table of batch details. The batch details table includes columns for Batch Name, Business Object, Batch Status, Total Objects, Successful Objects, Failed Objects, and Pending Objects.

Process ID	Process Status	Scheduled Time	Start Time	Finish Time	Action	Total Batches	File
1220	✓ Succeeded	10/24/2012 3:49 PM	10/24/2012 3:50 PM	10/24/2012 3:52 PM	Import and Load Batch Data	1	Location19.zip
1215	✓ Succeeded	10/24/2012 3:27 PM	10/24/2012 3:27 PM	10/24/2012 3:28 PM	Import and Load Batch Data	1	Location18.zip
1210	✓ Succeeded	10/23/2012 9:24 PM	10/23/2012 9:24 PM	10/23/2012 9:25 PM	Import	1	Location16.zip
1208	✗ Error	10/23/2012 9:14 PM	10/23/2012 9:14 PM	10/23/2012 9:14 PM	Import	1	Location15.zip
1206	✗ Error	10/23/2012 9:12 PM	10/23/2012 9:12 PM	10/23/2012 9:12 PM	Import and Load Batch Data	1	Location15.zip
1204	✗ Error	10/23/2012 9:00 PM	10/23/2012 9:00 PM	10/23/2012 9:00 PM	Import and Load Batch Data	1	Location15.zip

Batch Name	Business Object	Batch Status	Total Objects	Successful Objects	Failed Objects	Pending Objects
Location19:Location	Location	✗ Complete with Errors	181	178	3	0

Solution Overview - File Based Loader

Step 6 – Invoke Fusion Data Process

The screenshot displays the Oracle Fusion Applications Data Exchange interface. The main window is titled "Details: Location: ODI-15066". The interface is divided into a left-hand navigation pane and a main content area. The left pane contains sections for "Tasks", "Processes", "Extract Definitions", "Import Data", "Coexistence", and "Payroll Batches". The main content area shows a table of "Business Objects" with columns for Business Object, Object Level ID, Record, Object Action, Object Status, and Errors. The table contains two rows, both for "Location" with Object Level ID "100000000013161". The second row shows a "Create" action and an "Error in Row" status. Below the table, there is a "Details" section with a "Failed" tab. This section contains a table with columns for Business Object, Object Level ID, Origin, Error Message, and Error Details. The error message for the "Location" row is "ODI-15066: The column INTERNAL_LOCATION_CODE cannot be null."

Data Exchange

Tasks

- Processes
 - Submit an HCM Process
 - View an HCM Process
- Extract Definitions
 - Manage HCM Extract Definitions
 - Refine HCM Extracts
- Import Data
 - Load Batch Data
- Coexistence
 - Load HCM Data
 - Extract HCM Data
- Payroll Batches
 - Manage Batch Uploads

Overview Load HCM Data Load Batch Data

Details: Location: ODI-15066 Save Save and Close Cancel

Business Objects

Business Object	Object Level ID	Record	Object Action	Object Status	Errors
Location	100000000013161				1
Location	100000000013161	1	Create	Error in Row	1

Columns Hidden 5

Details

Attributes Failed

Business Object	Object Level ID	Origin	Error Message	Error Details
Location	100000000013161	ODI Check Module	ODI-15066: The column INTERNAL_LOCATION_CODE cannot be null.	

Solution Overview - File Based Loader

Step 6 – Invoke Fusion Data Process

Detached Table

View Format Export Refresh Freeze Detach Wrap Display All Attributes

Attribute Name	Original Value	New Value
ReceivingSiteFlag	Y	Y
BillToSiteFlag	Y	Y
OfficeSiteFlag	Y	Y
DesignatedReceiverId		
InventoryOrganization		
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

The screenshot displays the Oracle Fusion Applications interface for managing workforce structures. The main content area shows the details for a specific location, "Fab 1 - GB0410". The interface includes a navigation menu on the left, a top navigation bar with user information, and a main content area with several sections for data entry and viewing.

Workforce Structures

Tasks

- Manage Positions
- Manage Jobs
- Manage Grades
- Manage Departments
- Manage Locations

Location : Fab 1 - GB0410

Basic Details

Effective Start Date	01/01/1901	Location Set	Common Set
Effective End Date		Action Reason	

Location Information

Name	Fab 1	Status	Active
Code	GB0410	Inventory Organization	
Description			
Attachments	None		
Context Value			

Contact Details

Main Address

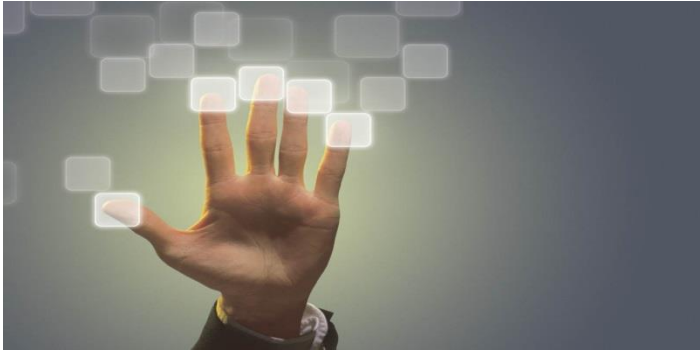
3641 Holdrege Ave	Official Language
Address MIAMI, FL 30362	E-Mail
UNITED STATES	Geographic Hierarchy
Time Zone	Main Phone
	Fax
	Other Phone

Shipping Details

Ship-to Site	Yes	Bill-to Site	Yes
Ship-to Location	Fab 1	Office Site	Yes

Implementation Considerations

Lessons Learned

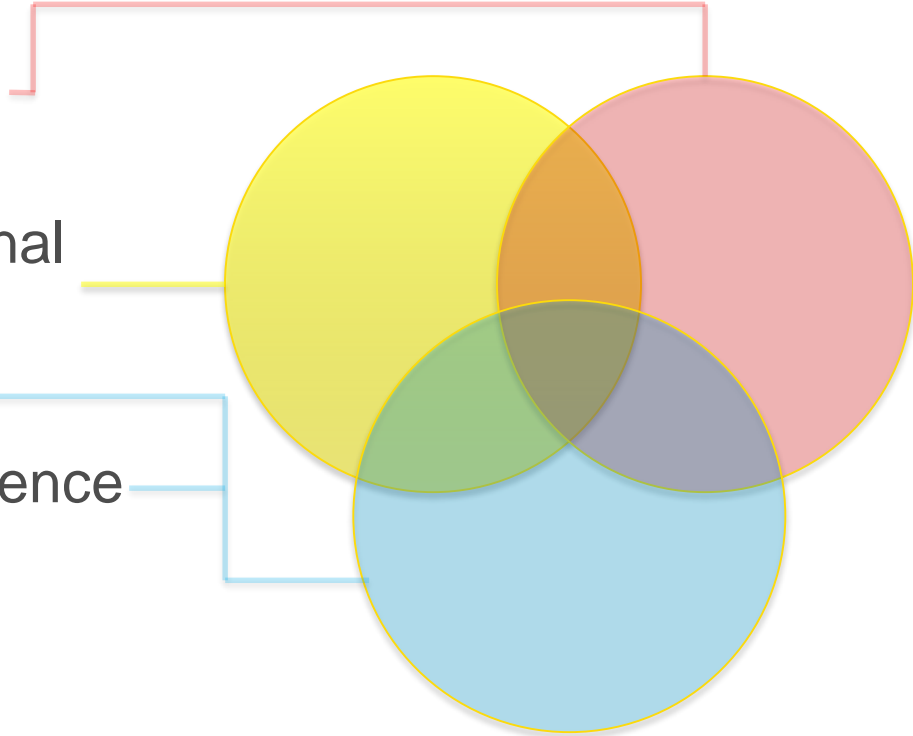


- Choosing Effective Dates wisely is critically important
- Loading the “Department” and “Location” objects can be done relatively quickly
- Loading the “Person” and “WorkRelationship” objects take more time
- Email addresses are tied to Security

Implementation Considerations

Required Skills

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



Implementation Considerations

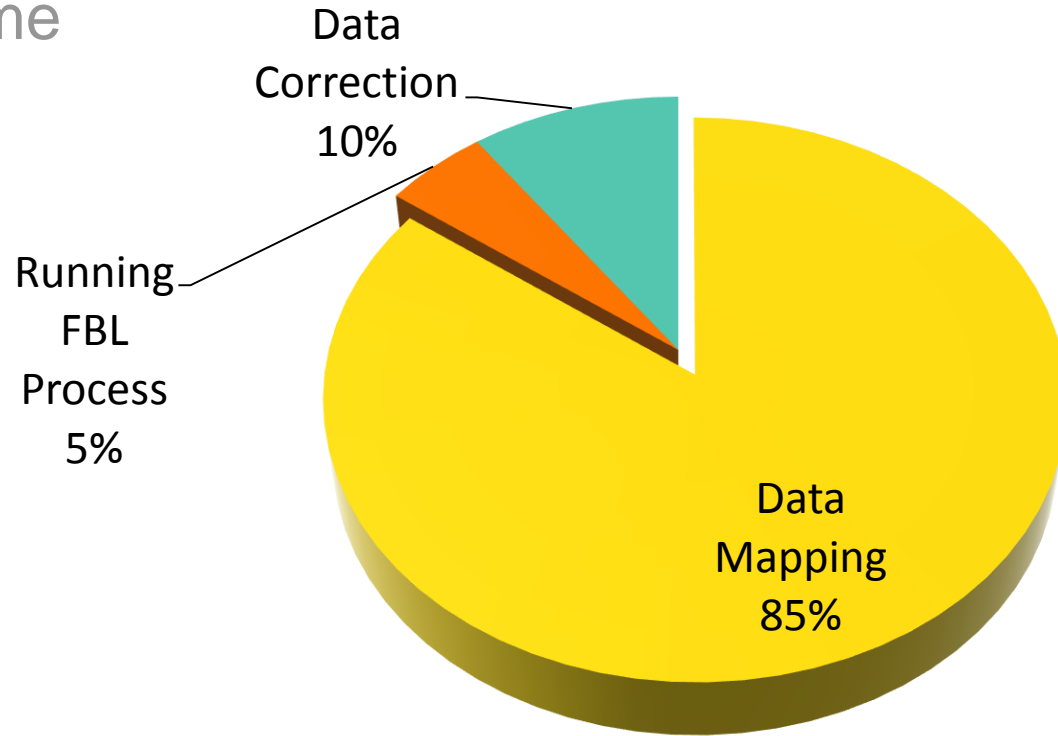
Implementation Resources



- 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!

- Brian Kim
- Senior Technical Consultant, Emtec Inc.
- Brian.Kim@emtecinc.com

