



TECHNICAL &  
SYSTEM ADMIN

# Decision is Made: Going to HCM Cloud

*Now, What's the Best Strategy for Data Conversion?*

2017  
OHUG GLOBAL  
CONFERENCE

NAVIGATE  
YOUR PATH  
#OHUG2017



## ABOUT THE PRESENTER

- Oracle ACE Director Specialty Applications
- More than 15 years Oracle Applications Experience
- Head of IT at IT Convergence since 2006
- Co-Author “Oracle E-Business Suite Financials Handbook 3rd Edition”
- Technical Editor “Oracle Fusion Applications Development and Extensibility Handbook”
- President Argentina Oracle User Group (AROUG)
- President Latin America Oracle User Community (LAOUC)



## ABOUT THE PRESENTER

- IT Convergence Human Capital Management Cloud Practice Manager
- PM on more than 15 Oracle E-Business Suite HRMS Implementations
- PM on more than 5 Oracle Cloud HCM Implementations

# ABOUT IT CONVERGENCE

TRANSFORM CHALLENGES INTO ASSETS  
MULTIPLE COUNTRIES AND LANGUAGES  
DIVERSE SOLUTIONS AND INDUSTRIES  
PROGRAM AND PROJECT MANAGEMENT  
UPGRADES, IMPLEMENTATIONS AND ASSESSMENTS  
DEVELOPMENTS TRANSFORMATION (REMEDIATION)  
SUPPORT AND HOSTING SERVICES



@IT\_CONVERGENCE



[WWW.LINKEDIN.COM/COMPANY/IT-CONVERGENCE](http://WWW.LINKEDIN.COM/COMPANY/IT-CONVERGENCE)



[WWW.YOUTUBE.COM/USER/ITCONVERGENCEMKT](http://WWW.YOUTUBE.COM/USER/ITCONVERGENCEMKT)



[WWW.ITCONVERGENCE.COM/BLOG](http://WWW.ITCONVERGENCE.COM/BLOG)

# Global Reach, Local Expertise

**UNITED STATES**

- Chicago
- Dallas
- Reno
- New York

**MEXICO**

- Mexico DF

**COSTA RICA**

- San José

**BRAZIL**

- Sao Paulo

**ARGENTINA**

- Buenos Aires

**CHINA**

- Shanghai

**INDIA**

- Hyderabad



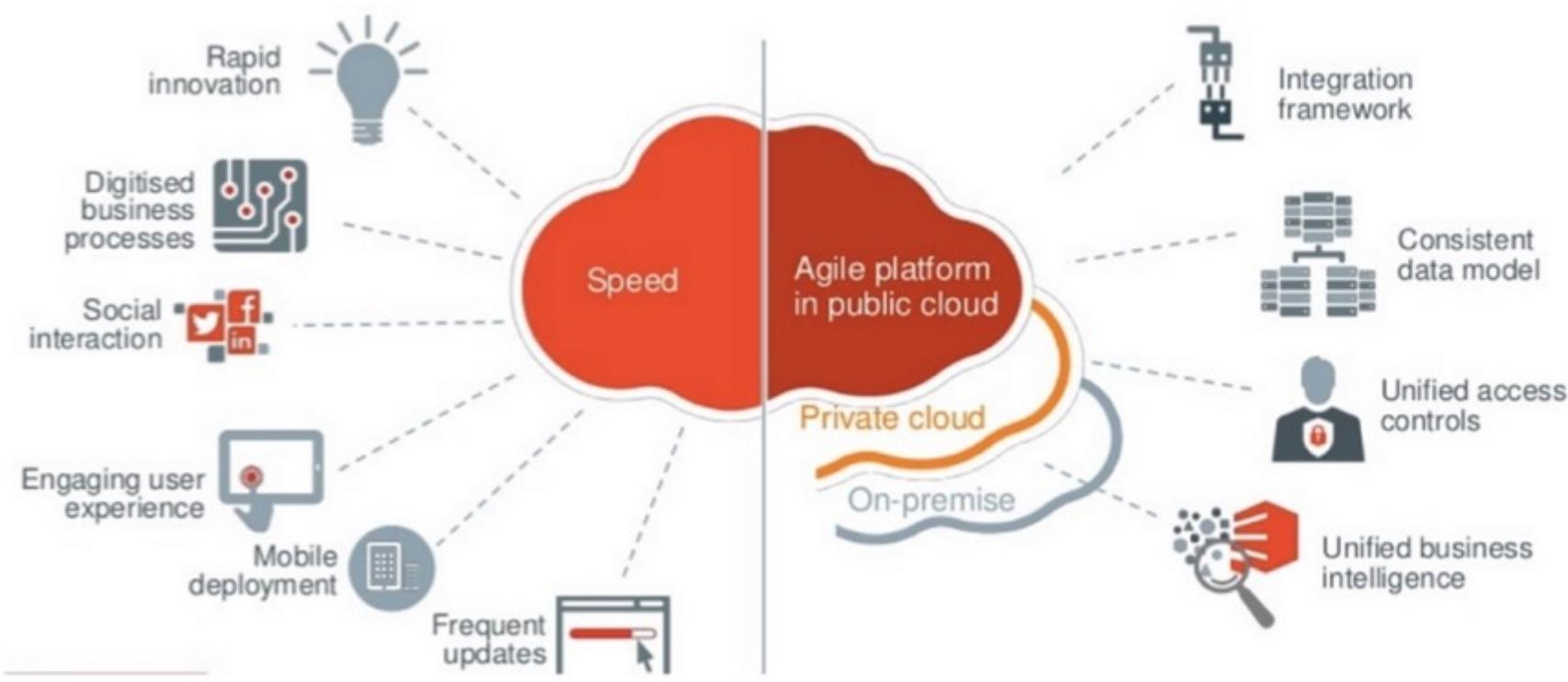


"MANY ENTERPRISE SOFTWARE CUSTOMERS, AS THEY REACH THEIR NEXT MAJOR SOFTWARE UPGRADE DECISIONS, WILL BE OFFERED SAAS AS THE PREFERRED OPTION."

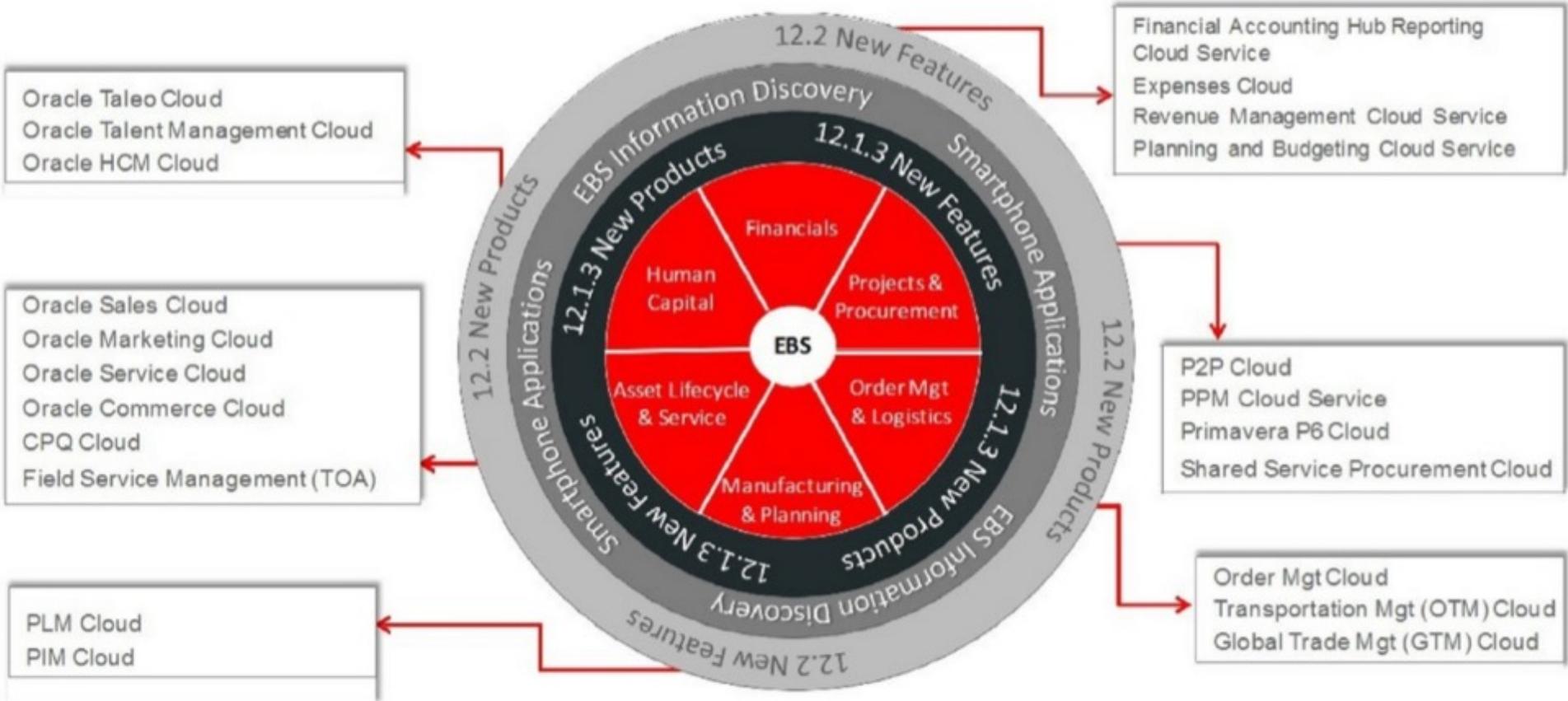


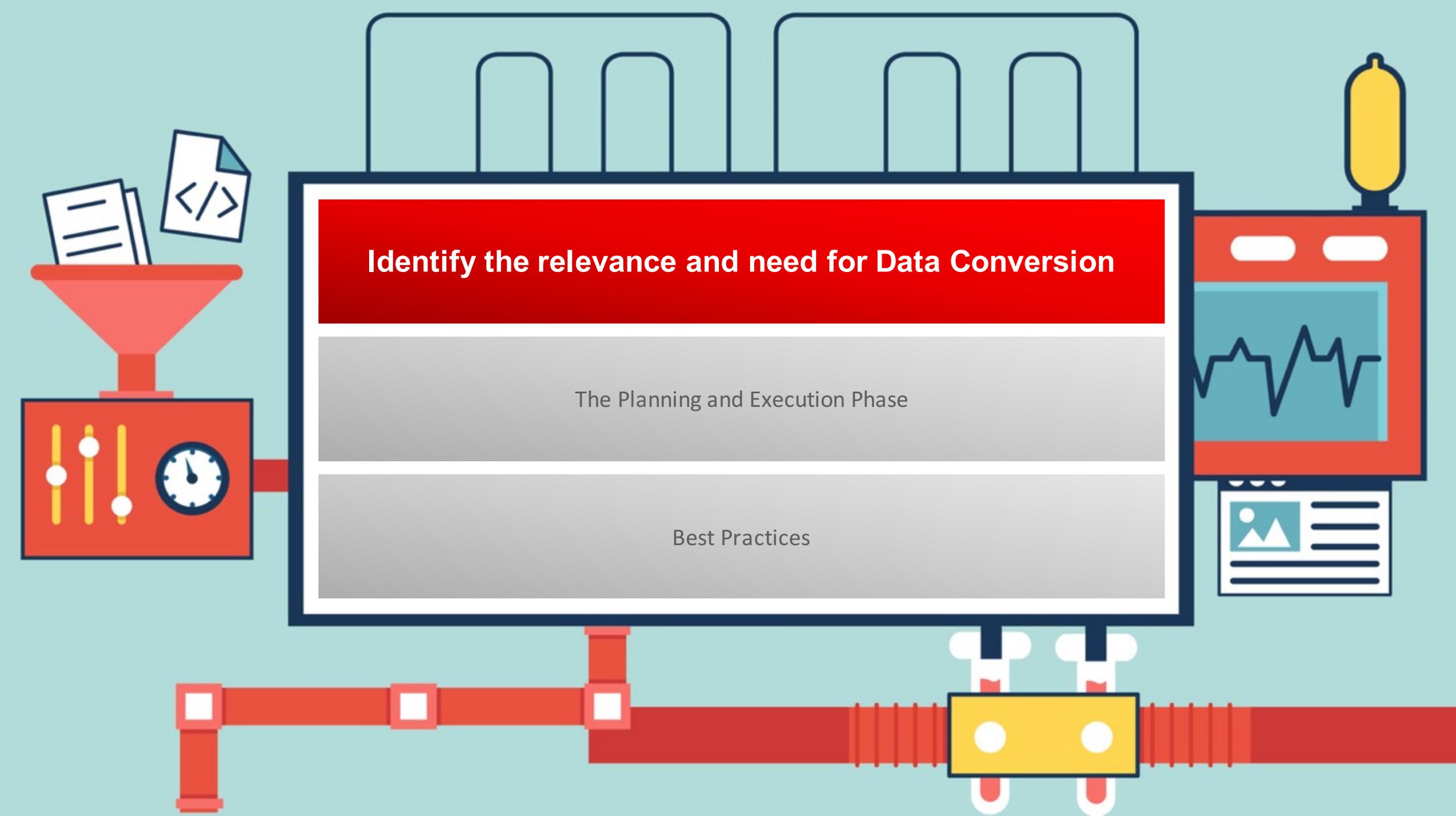
ONLY BIG COMPANIES CAN RUN ORACLE CLOUD  
WE HAVE TO MOVE ALL OF OUR APPLICATIONS TO THE CLOUD  
ORACLE'S CLOUD PRODUCTS ARE NOT MATURE  
ON PREMISE APPLICATIONS ARE MORE SECURE THAN CLOUD  
WE CAN JUST MIGRATE OUR EBS APPLICATIONS TO THE CLOUD  
CAN ORACLE PROVIDE A HIGH LEVEL SUPPORT?  
MOVING TO THE CLOUD WILL COST A FORTUNE  
ONCE WE IMPLEMENT, WE ARE ALL SET  
CLOUD CANNOT HANDLE OUR INTERNATIONAL SUBSIDIARIES  
MY BUSINESS IS UNIQUE AND NEEDS CUSTOMIZATIONS

# Cloud Adoption and benefits



# Oracle E-Business Suite and SaaS





## Identify the relevance and need for Data Conversion

The Planning and Execution Phase

Best Practices

# Data conversion in context

**Re-implement Oracle  
Applications EBS into  
Oracle Cloud HCM**

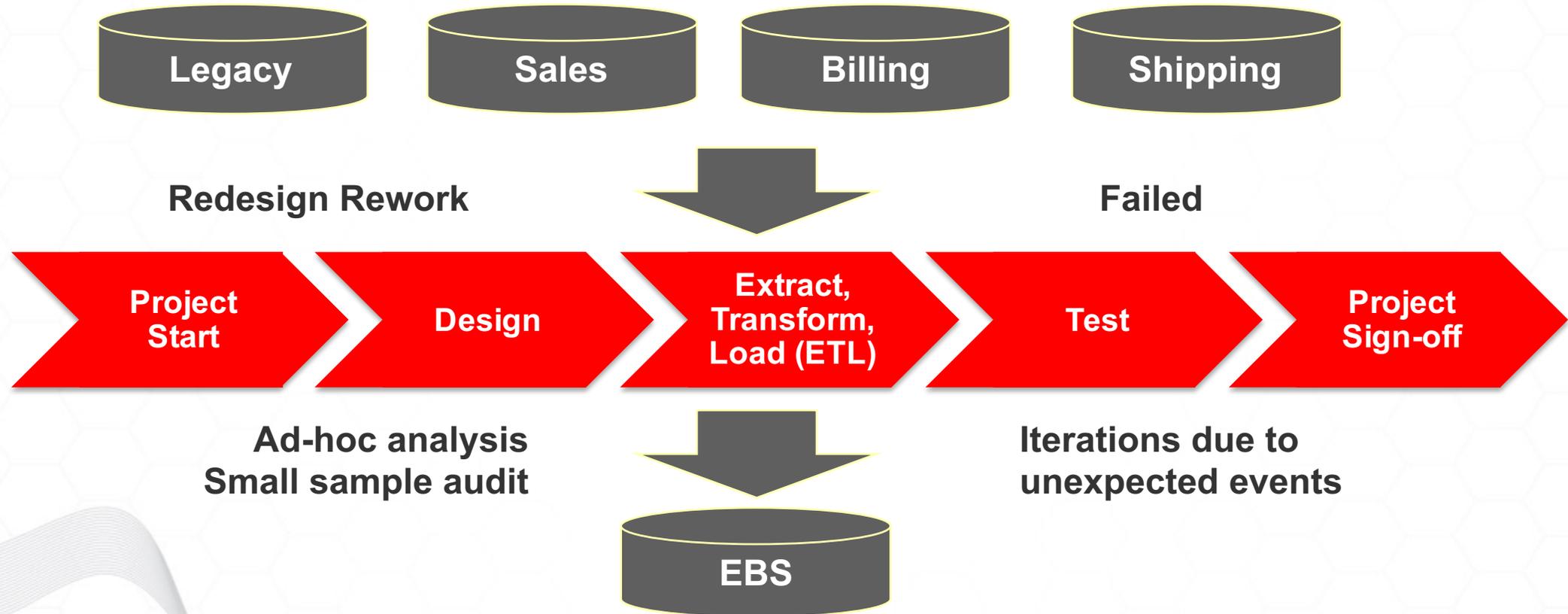
**Freshly  
implement Oracle Cloud  
HCM**

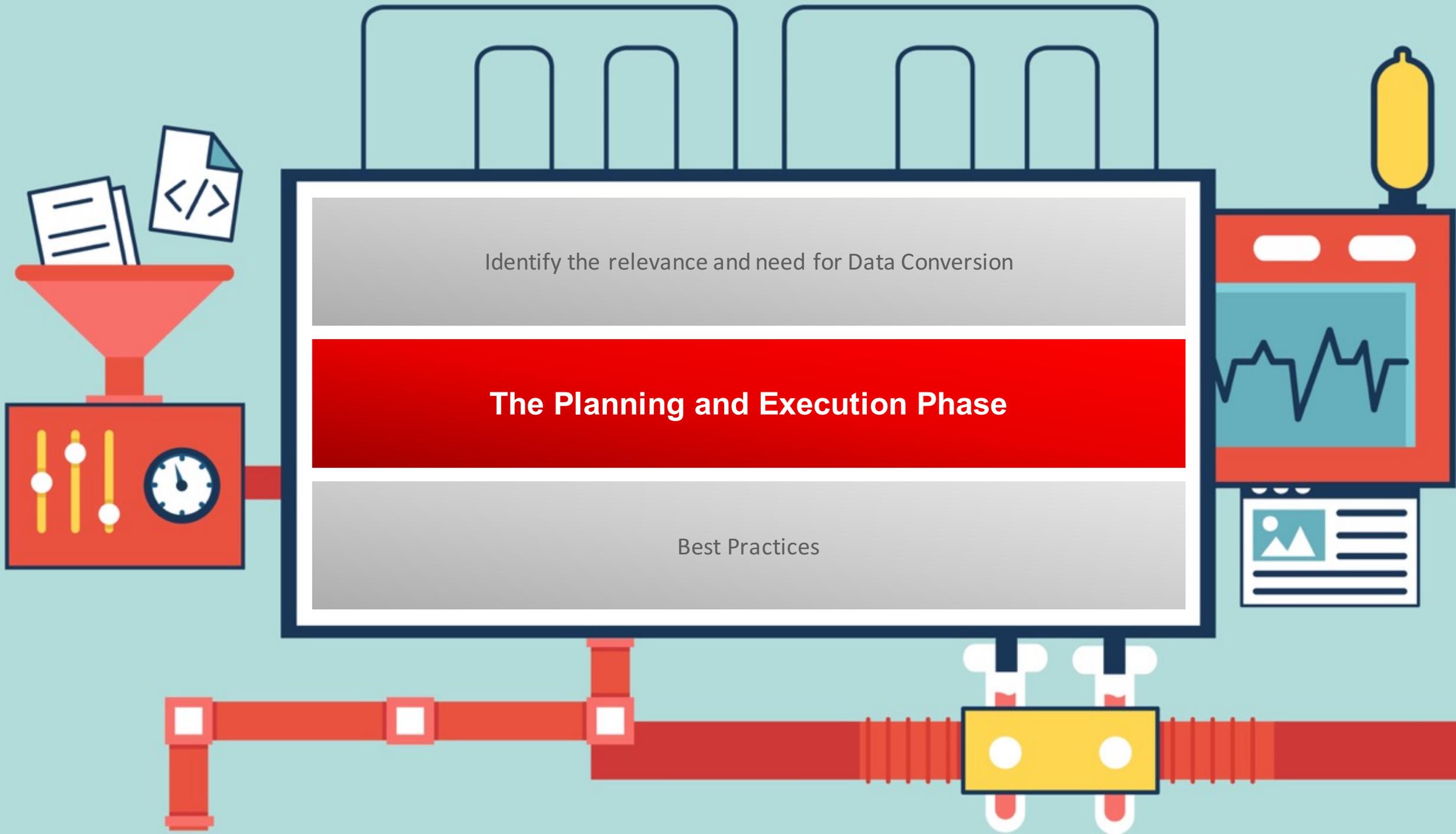
**Mergers or new  
acquisitions have  
necessitated data  
mergers**



# Strategy

» Identifying the relevance and need for Data Conversion programs





Identify the relevance and need for Data Conversion

**The Planning and Execution Phase**

Best Practices

# Methodology

» SDEC (Scoping, Data Mapping, Extraction and cleansing)

**Scope**

**Data Mapping**

**Extraction**

**Cleansing**

# Business Flow

» What all entities required to be converted

**Identify the entities**

**Define the conversion Strategy**

**Map Database objects**

**Understand each object**

**Define approach**

# Analysis

» Volume of data, Close in Legacy if possible?

**Volume of data  
to be moved**



**Close any currently open  
transactions at Legacy itself?**

# Scope, Data Mapping, Extraction and Cleansing

**Identifying the exact master data set that needs to be migrated.**

**Finalizing the nuances of extract criteria, Cleaning / end dating any master data in legacy, which is no more needed.**

**Making Client's team fully or majorly responsible for data cleansing. They know their data.**

# Participation of Key Business leads a must

**DATA  
MIGRATION IS  
A BUSINESS  
ISSUE**

**THE BUSINESS  
KNOWS BEST**

**NO ONE NEEDS  
PERFECT DATA**

**IF YOU CAN'T  
COUNT IT  
IT DOESN'T  
COUNT**

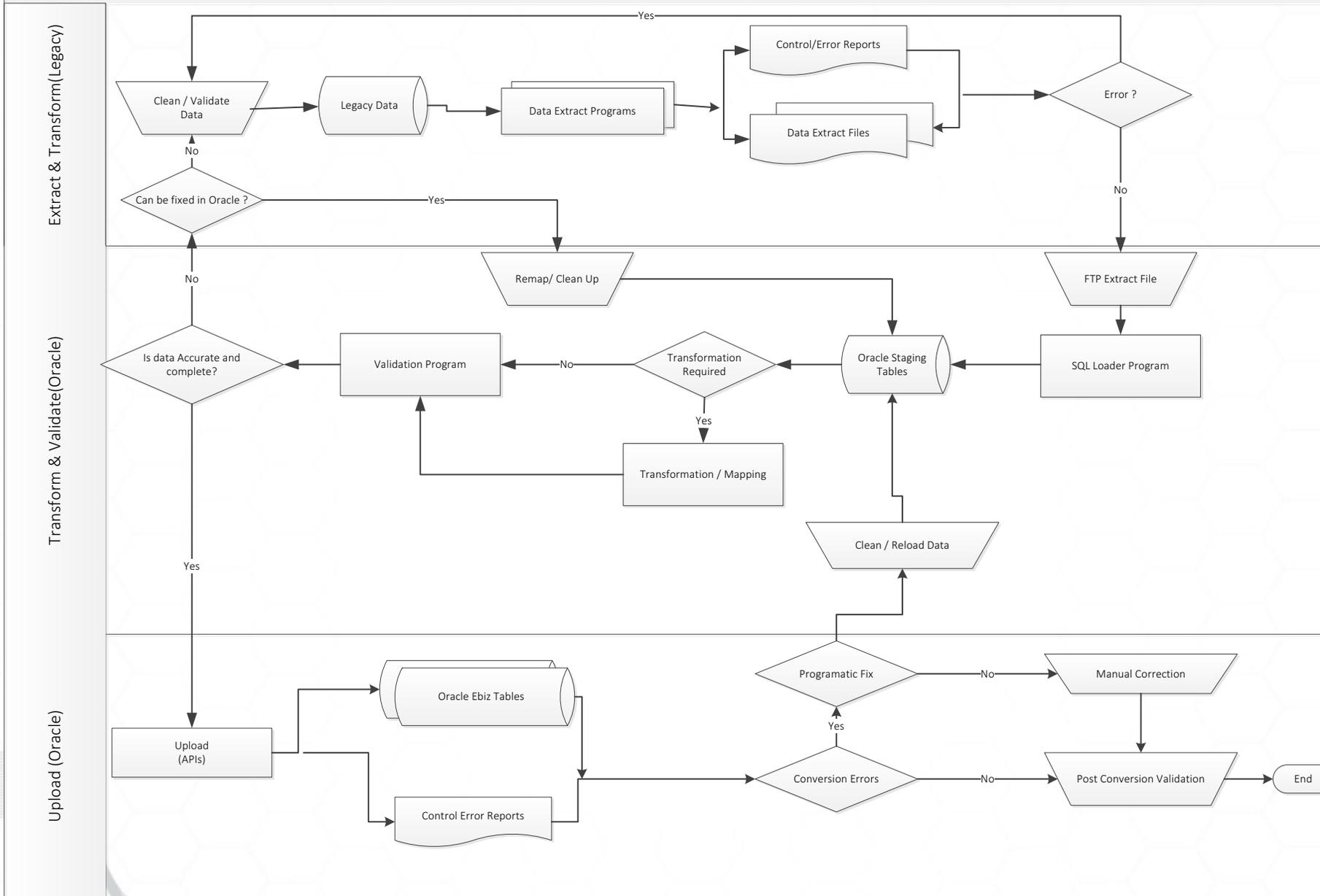


# Data Migration Keys

- » Different ways and means
- » Targeting to code freeze before final pre prod iteration
- » Developer unit testing
- » Executing based on volume, make sure performance is reasonable



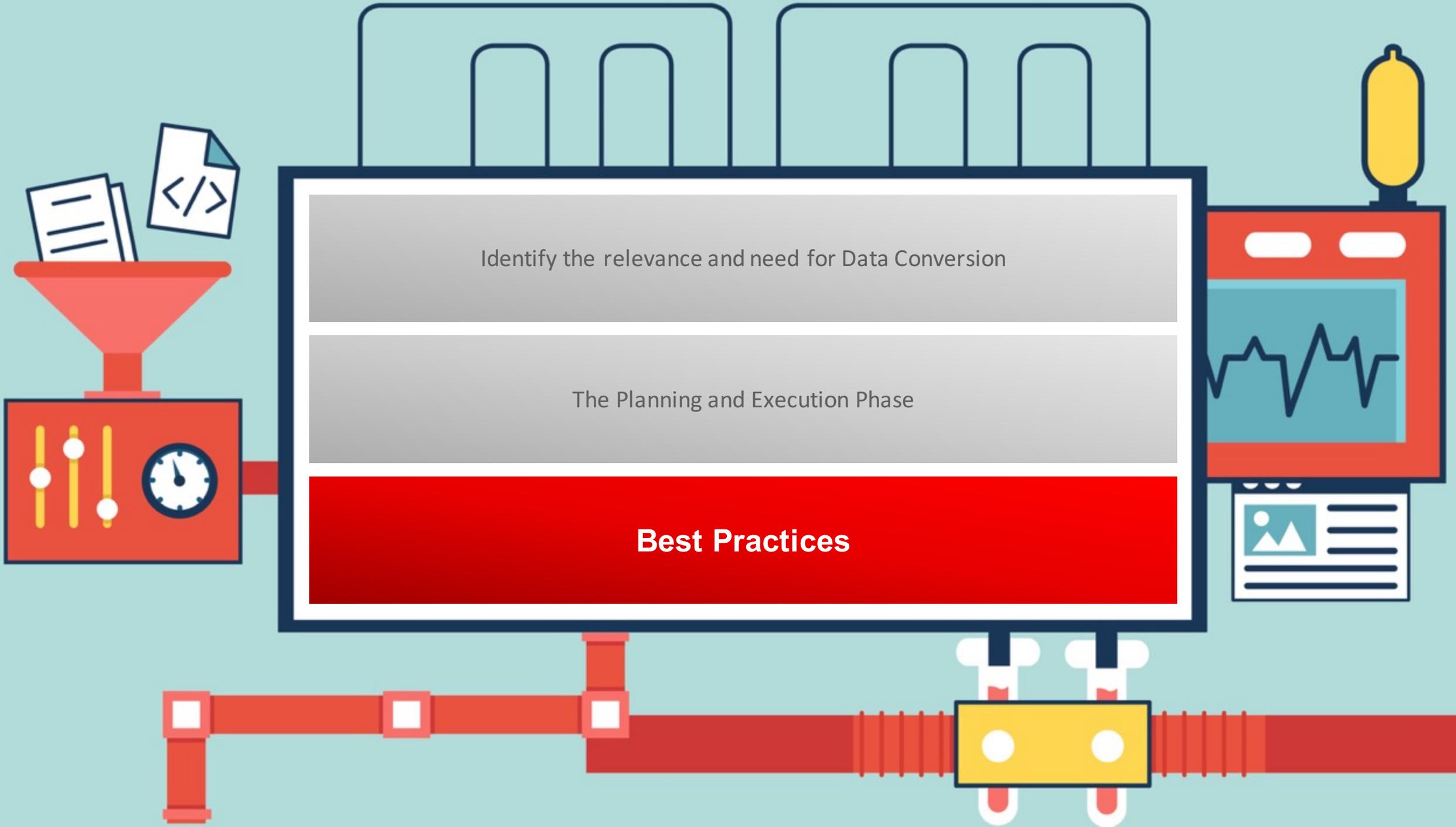
# Programmatic approach to Data Conversions



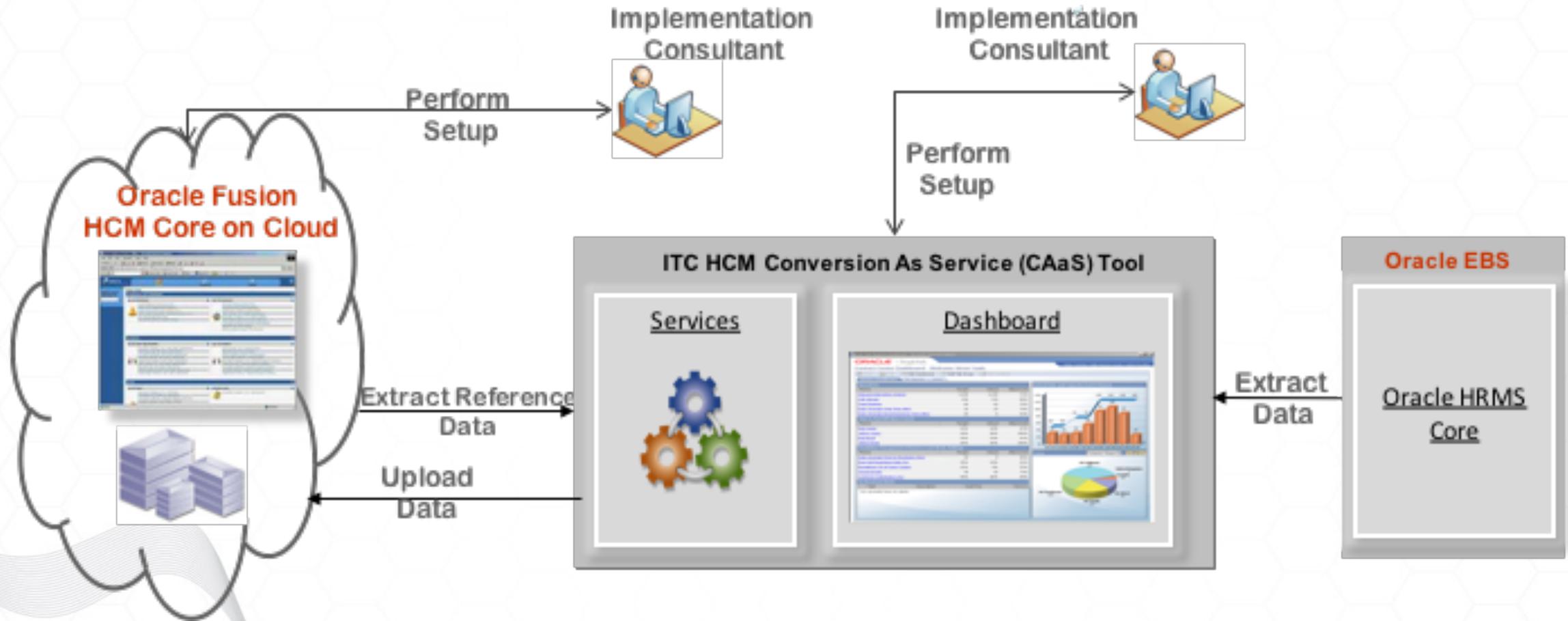
# Reconciliation and Sign-off

- » Roles and Responsibilities of functional and technical consultants.
- » Making client's Business and IT teams responsible for final validations and sign-off
- » Defining exit or pass criteria.
- » Building reconciliation queries during conversion program build itself.





# ITC HCM Conversion As A Service (CaaS) Tool



# ITC HCM Conversion As A Service (CAaS) Tool

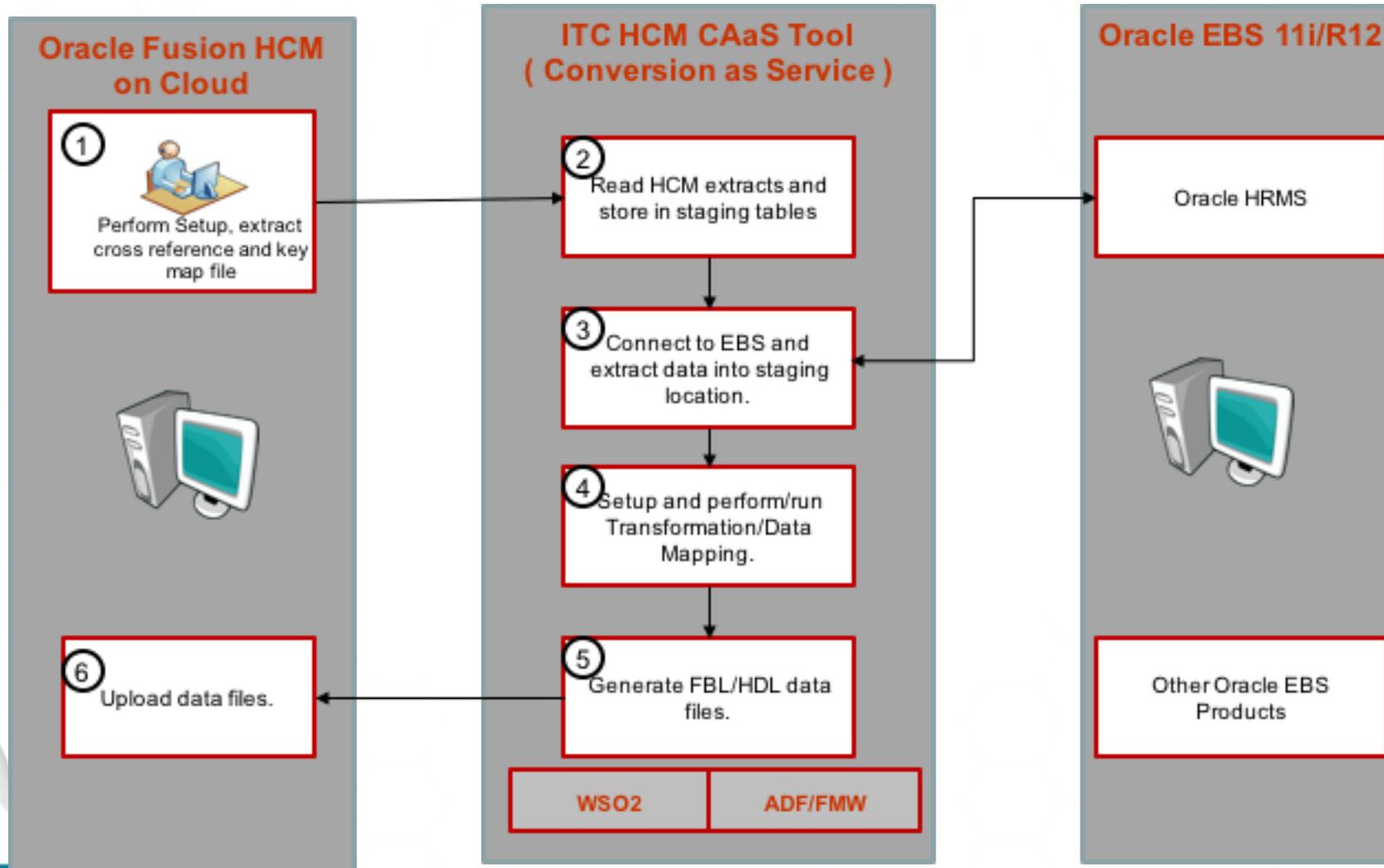
## Benefits

- » Automated discovery and data extractions from EBS system including uploads to Fusion HCM
- » No need to spend time and effort on understanding complete Fusion conversion process
- » Saves up to 70% effort for conversion process
- » Easily extensible and customizable

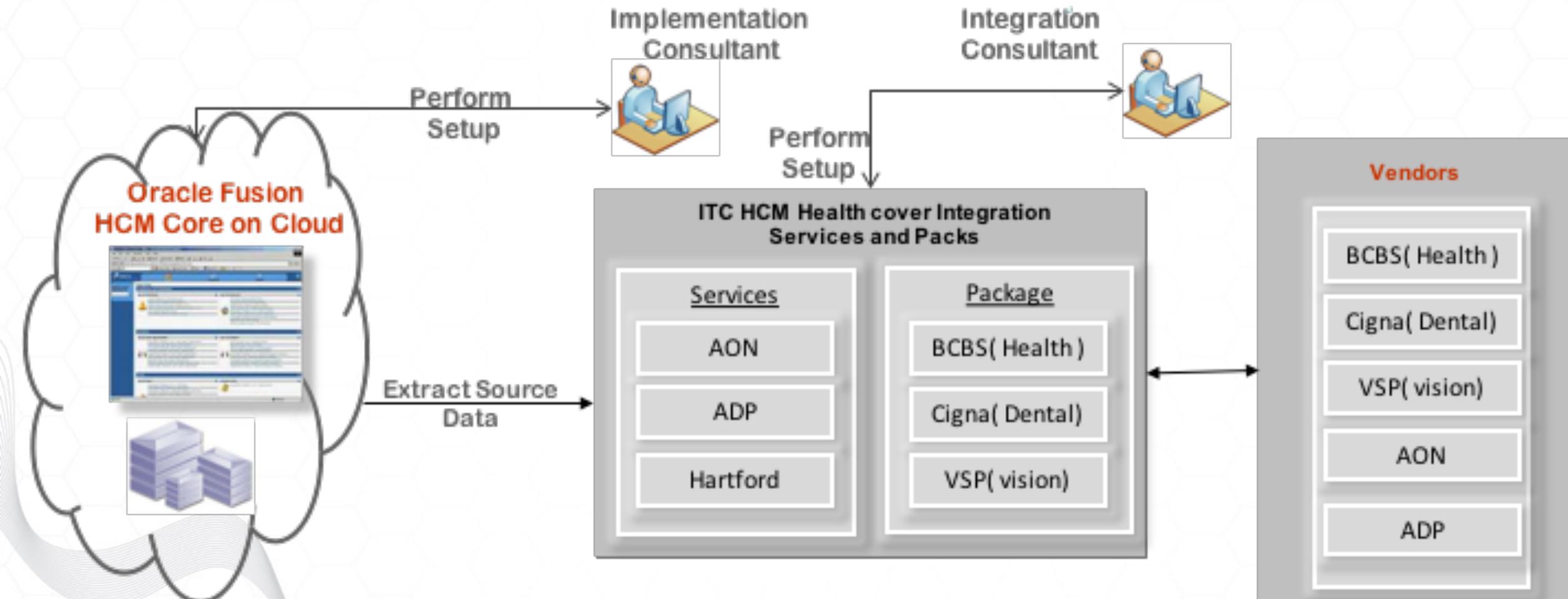
## Features

- » Prepackaged tool for standard data conversion, migration and upload from EBS to Fusion HCM Cloud.
- » Extensible to customize and automate mapping process
- » Dashboard to setup and monitor progress of complete process.
- » Support for HCM 11.1.1.9+ (FBL & HDL)

# CaaS Tool : Process Overview



# PIPs for Fusion HCM Payroll, Benefit & Health



# PIPs for Fusion HCM Payroll, Benefit & Health

## Benefits

- » Automated integration from Oracle Fusion HCM cloud to vendors
- » Standard B2B integration with vendors and service providers
- » Pre packaged integrations ready to deploy and use with minimal customization
- » Saves up to 50-70% effort for integration
- » Easily extensible and customizable for mapping

## Features

- » Prepackaged integration components for BCBS (Health), VSP (Vision) and Cigna (Dental) using HIPPA formats
- » Standard services to integrate with AON, ADP and Hartford
- » Flexible mapping options
- » Built on Oracle SOA platform

# How this could help your data conversion

- » Extraction scripts from Oracle EBS & PeopleSoft
- » Fusion Mapping & Cross Reference Files
- » PL/SQL Packages for Data Transformation
- » PIPs for outward integration with Payroll, Benefits & Health cover vendors (BCBS, VSP, CIGNA, AON, ADP)
- » Frontend Dashboard on ADF/FMW
- » Porting Services & PIPs to WS02 platform



OHUG 2017 GLOBAL CONFERENCE

**NAVIGATE** YOUR PATH

**#OHUG2017**



### Project Facts

- Provide effective integration of Health cover providers and Oracle Fusion HCM cloud.
- Improving business process using middleware as hub to connect with multiple health cover providers.
- Integration involved B2B vendor Blue Cross Blue Shield ( Health ), Cigna ( Dental ), VSP ( Vision ) and Non B2B vendor ADP ( FSA ), AON ( Pension ), Hartford ( Leave ), Ceridian ( Benefits )
- Reduced cost of customer service



### Tools & Technologies

- Oracle SOA 11g
- Oracle BAM 11g
- Oracle B2B 11g
- Oracle Fusion HCM
- Hudson
- Third party/vendor applications



### Solution Highlights

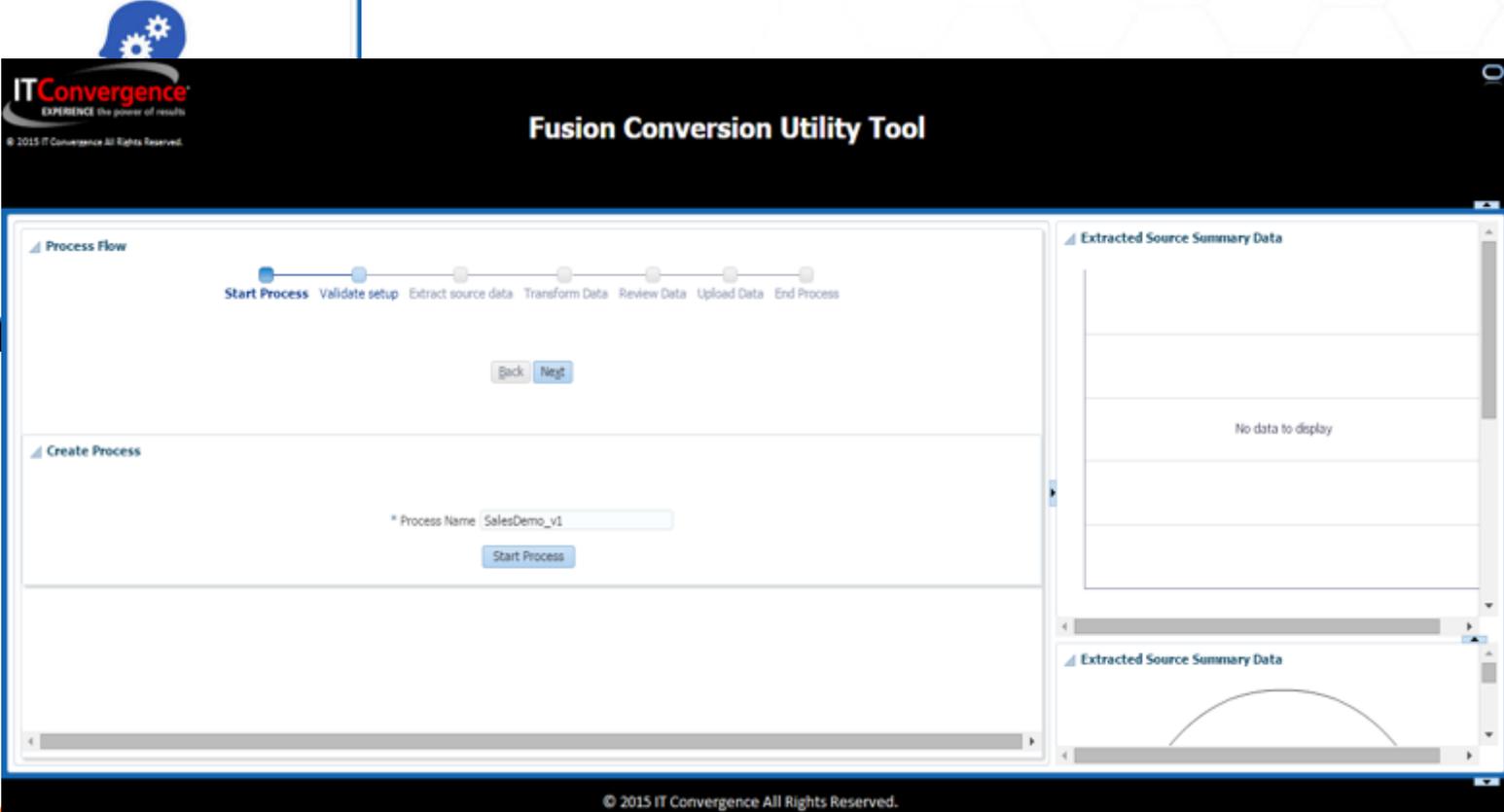
- **Key Differentiator** : Guiding customer on conversion and integration activities. Standards provided for cleanup and mapping.
- **Distinct Solution** : Complete data conversion from Oracle EBS to Oracle Fusion cloud and then integration to all vendors. Notification on data transfers to support team.
- Reusable templates



### Business Benefits

- Automation of complete system from Oracle Fusion HCM to service providers, no manual intervention needed.
- Quickly aligning business and facts by faster Exchange of information between the various systems by exposing the shared business processes.
- Saving resulting from manual verification and sending information back and forth.

# Rapid Conversion Tool Screen shots



# Rapid Conversion Tool Screen shots

This screenshot shows the 'Create Process' interface. At the top, it displays 'Process Name : SalesDemo\_v1' and a progress bar with seven steps: Start Process, Validate setup, Extract source data, Transform Data, Review Data, Upload Data, and End Process. The 'Start Process' step is currently selected. Below the progress bar are 'Back' and 'Next' buttons. The main area is titled 'Create Process' and contains a text input field for '\* Process Name' with the value 'SalesDemo\_v1' and a 'Start Process' button.

This screenshot shows the main interface of the 'Fusion Conversion Utility Tool'. The header includes the 'IT Convergence' logo and the text 'EXPERIENCE the power of results' and '© 2015 IT Convergence All Rights Reserved.'. The main title is 'Fusion Conversion Utility Tool'. The interface is divided into several sections: a progress bar at the top with 'Validate setup' selected; a 'Validation' section with a table showing 'No Data to Display.'; and an 'Extracted Source Summary Data' section on the right, which also shows 'No data to display'. The 'Validation' table has columns for 'Source', 'Reference', and 'ErrorMessage'. The 'Extracted Source Summary Data' section has a scrollable area with a curved line at the bottom. The footer contains '© 2015 IT Convergence All Rights Reserved.'



# Rapid Conversion Tool Screen shots

**ITConvergence**  
EXPERIENCE the power of results  
© 2015 IT Convergence All Rights Reserved.

## Fusion Conversion Utility Tool

Process Name : SalesDemo\_v1

Start Process Validate setup **Extract source data** Transform Data Review Data Upload Data End Process

Back Next Extract Data

### Extracted Source Summary

View Detach

Business Object	Process ID	Start Date	End Date	Total Records Extracted	Total Records Processed	Status	Success	Error
No data to display.								

### Extracted Source Summary Data

No data to display

© 2015 IT Convergence All Rights Reserved.

# Rapid Conversion Tool Screen shots



EXPERIENCE the power of results

© 2015 IT Convergence All Rights Reserved.

## Fusion Conversion Utility Tool

0

**Process Name : SalesDemo\_v1**



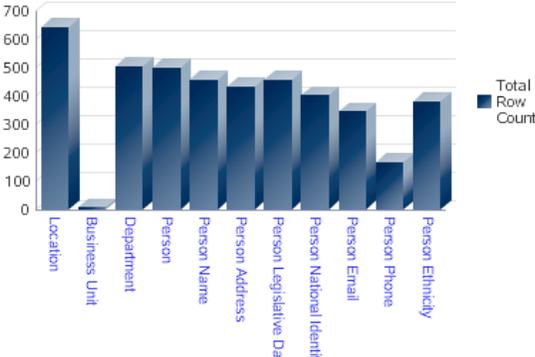
Back Next Extract Data

**Extracted Source Summary**

View   Detach

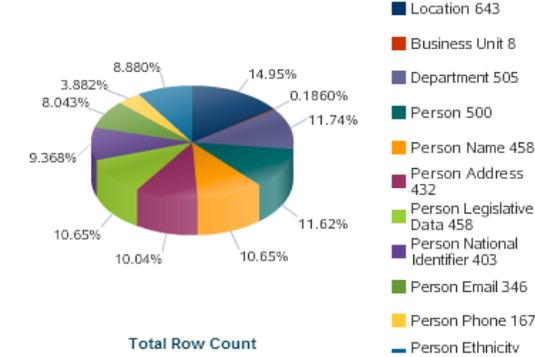
Business Object	Process ID	Start Date	End Date	Total Records Extracted	Total Records Processed	Status	Success	Error
Location	108001	10/20/2015		643		Extraction Comple...		
Business Unit	108001	10/20/2015		8		Extraction Comple...		
Department	108001	10/20/2015		505		Extraction Comple...		
Person	108001	10/20/2015		500		Extraction Comple...		
Person Name	108001	10/20/2015		458		Extraction Comple...		
Person Address	108001	10/20/2015		432		Extraction Comple...		
Person Legislative...	108001	10/20/2015		458		Extraction Comple...		
Person National Id...	108001	10/20/2015		403		Extraction Comple...		
Person Email	108001	10/20/2015		346		Extraction Comple...		
Person Phone	108001	10/20/2015		167		Extraction Comple...		
Person Ethnicity	108001	10/20/2015		382		Extraction Comple...		

**Extracted Source Summary Data**



Business Object	Total Row Count
Location	643
Business Unit	8
Department	505
Person	500
Person Name	458
Person Address	432
Person Legislative Dal	458
Person National Identif	403
Person Email	346
Person Phone	167
Person Ethnicity	382

**Extracted Source Summary Data**



Business Object	Total Row Count	Percentage
Location	643	14.95%
Business Unit 8	8	0.1860%
Department 505	505	11.74%
Person 500	500	11.62%
Person Name 458	458	10.65%
Person Address 432	432	10.65%
Person Legislative Data 458	458	10.65%
Person National Identifier 403	403	10.04%
Person Email 346	346	9.368%
Person Phone 167	167	3.882%
Person Ethnicity 382	382	8.043%

# Rapid Conversion Tool Screen shots

**IT Convergence**  
EXPERIENCE the power of results  
© 2015 IT Convergence All Rights Reserved.

## Fusion Conversion Utility Tool

Process Name : SalesDemo\_v1

Start Process | Validate setup | Extract source data | **Transform Data** | Review Data | Upload Data | End Process

Back | Next | Start Transformation

### Transformed Data Summary

View ▾ | Detach

Business Object	Start Date	End Date	Total Records	Total Processed Records	Status	Success	Error
Business Unit	10/20/2015	10/20/2015	8	8	Completed	7	1
Department	10/20/2015	10/20/2015	509	509	Completed	494	15
Person	10/20/2015	10/20/2015	500	500	Completed	485	15
Location	10/20/2015	10/20/2015	643	643	Completed	628	15

### Transformed Summary Data

Business Object	Success	Error
Business Unit 8	7	1
Department 509	494	15
Person 500	485	15
Location 643	628	15

### Transformed Summary Data

Business Object	Percentage
Business Unit 7 1	0.4819%
Department 494 15	30.66%
Person 485 15	30.12%
Location 628 15	38.73%

© 2015 IT Convergence All Rights Reserved.

# Best Practices

- » Use template conversion programs
- » If you have a multi-country, multi-entity conversion, use accelerator products to decrease risk
- » Prefer loading data in batches rather than bulk loading
- » Set clear exit criteria for each round of conversion
- » Spend good amount of time in the initial days on freezing the data mapping and selection criteria.





OHUG 2017 GLOBAL CONFERENCE

**NAVIGATE** YOUR PATH

**#OHUG2017**



[gfgonzalez@itconvergence.com](mailto:gfgonzalez@itconvergence.com)



ext. 2588 or 415-501-0543



[@ggonza4itc](https://twitter.com/ggonza4itc)



[bit.ly/ggonza4itc](https://bit.ly/ggonza4itc)



TECHNICAL &  
SYSTEM ADMIN

# Decision is Made: Going to HCM Cloud

*Now, What's the Best Strategy for Data Conversion?*

2017  
OHUG GLOBAL  
CONFERENCE

NAVIGATE  
YOUR PATH  
#OHUG2017