

The Oracle HCM Cloud Solution Library

A woman with dark hair, wearing a blue blazer and a watch, is seated at a desk and looking towards a man. The man, wearing a grey suit, is seated across from her, gesturing with his hands as if in conversation. On the desk in front of the woman is a laptop, a smartphone, and a white coffee cup. The background is a blurred office environment with large windows.

June 9, 2017

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HCM Cloud Center of Excellence



Programs

- Emerging Products and Services
- Early Upgrade – Every Release
- Forward Migration – Absence
- Customer Experience
- Partner Enablement



Customers

- Named Customers
- Escalation Support
- Partner CoEs
- Leading Practices and Solutions

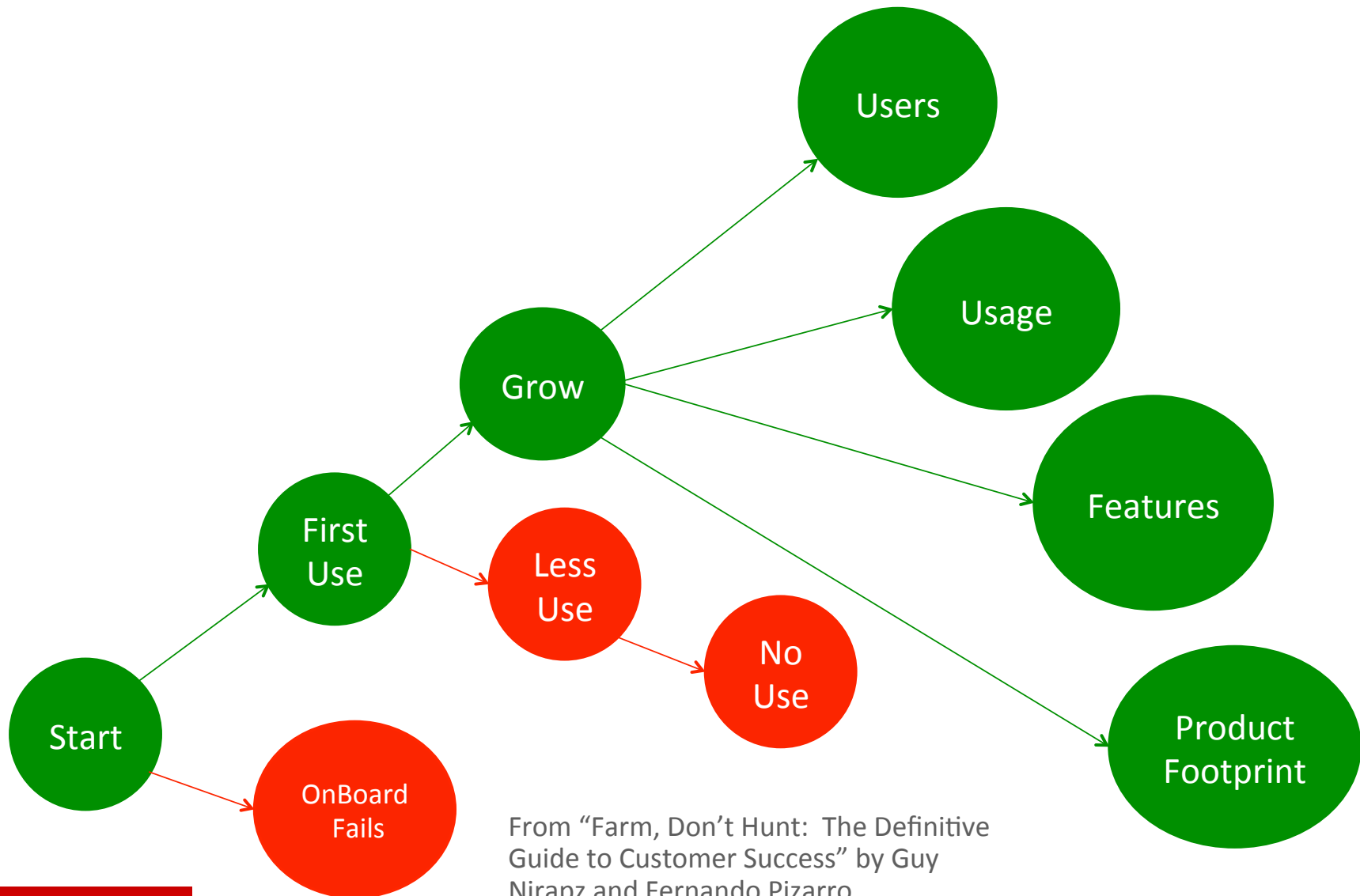


Solutions

- Expert Technical Troubleshooting
- Security, Integration, Data Conversion
- HCM System Architects
- Solution Architects
 - Tools and Technologies
 - Packaged Solutions

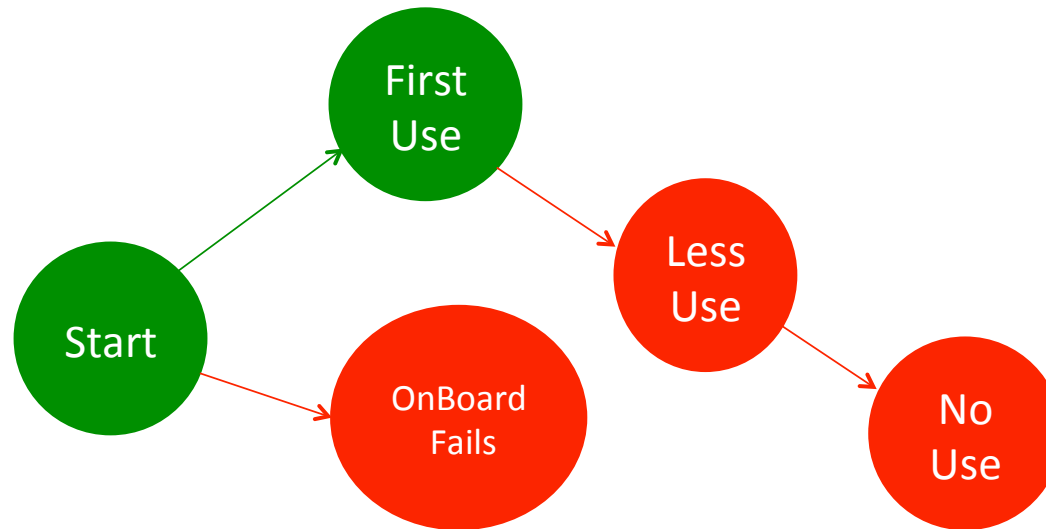
Global Reach – Regional Delivery

The SaaS Lifecycle Is A Journey



From “Farm, Don’t Hunt: The Definitive Guide to Customer Success” by Guy Nirapz and Fernando Pizarro

“First Flight” – Where Adoption Happens



Promoting Adoption

- Better: ease of use, higher quality
- Faster: standardization, automation
- Cheaper: lower resource burn

The HCM Cloud Solution Library

- Wouldn't it be cool if you could see examples of things that work?
- Enter the HCM Cloud Solution Library
- A collection of example solutions known to work
- Download the examples you need
 - Review and learn by example
 - Upload to your Stage instance for learning purposes
 - Change the data to your own configurations and upload
 - Using the template provided as part of the **Solution Package**
 - We support uploading via FSM (for configurations) and HLD (for data conversion)

What Is A Solution Package?

Customer Connect Page Prototype

Features:

- All table columns are searchable and sortable
- Users can review package specification by clicking on the package title
- Users can download annotation, white paper and package zip file

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HCM Cloud Solution Library

Solution Packages for Configuring HCM Cloud Applications



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Solution Packages

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Title	Release	Patch Bundle	Rating	Comments	View Count	Annotation	White Paper	Package	Author	Last Updated
Define Business Units for Human Capital Management (12.01)	12	01	4.6	1	32	zip	zip	fsm	Ajai Muraleedharan	January 5, 2017
Define Business Units for Human Capital Management (11.26)	11	26	3.2	1	12	zip	zip	fsm	Ajai Muraleedharan	October 9, 2016
Define Fast Formulas (12.01)	12	01		0	767	zip	zip	fsm	Surlina Yin	February 8, 2017
Define Fast Formulas (11.26)	11	26		0	28	zip	zip	fsm	Surlina Yin	July 7, 2016

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Solution Package Review - Wireframe

Solution Package detail pages contain links to the following member detail pages:

- Sub-package detail pages
- Business object detail pages

Index
(Main) Page

Solution Packages

1-2 of 2 Next > Last >>

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Solution Package: Define Business Units for Human Capital Management (12.01)

Title	Code	Description
Define Business Units for Human Capital Management	HRC_DEFINE_BUSINESS_UNIT	Access your business units and specify units and attributes relevant to Oracle Fusion Human Capital Management. Create and maintain information on units of an enterprise to allow for flexible implementation, to provide a consistent entity for controlling and reporting on transactions, and to be an anchor for the sharing of sets of reference data across applications.

Use Cases

Use Cases

This solution package has to be uploaded using Functional Setup Manager.

(Use Cases - To be added into the text area on the Solution Manager UI page by functional SME)

EXAMPLE: This solution package provides demo data for the HCM Business Unit setup. This use case is covering customers from banking and insurance industries. Its primary target are mid-market customers with the employee count between 1000 and 5000.

Members

Type	Title	Code	Description
Subpackage	Define Fast Formulas	DEFINE_FAST_FORMULAS	Review predefined formulas used for validation to perform calculations. Review predefined table structures. Create new formulas and user-defined tables.
Logical Business Object	Payroll Balance Definition	PAY_DEFINED_BALANCE	Includes a combination of user-defined naming criteria, one or more balance dimensions, and balance feeds.
Logical Business Object	Payroll Element Type	PAY_ELEMENT_DEFINITION	This holds the definitions for payroll, human resources, and benefit elements, such as earnings, deductions and taxation definitions. The definitions control rules about how the elements are processed in the payroll run such as processing order and whether they can be processed more than once in a period.

Filters

LBO Name	Filter
Payroll Balance Definition	LegislativeDataGroupName = 'US Legislative Data Group' DimensionName = 'Core Relationship Tax Unit Payment'

Common Filters

Common Filters
SetId = 1

Solution
Package
(Detail)
Page

Business
Object
(Detail)
Page

Business Object: Payroll Balance Definition (12.01)

Title	Code	Description
Payroll Balance Definition	PAY_DEFINED_BALANCE	Includes a combination of user-defined naming criteria, one or more balance dimensions, and balance feeds.

Member Rowset: BalanceFeedAll

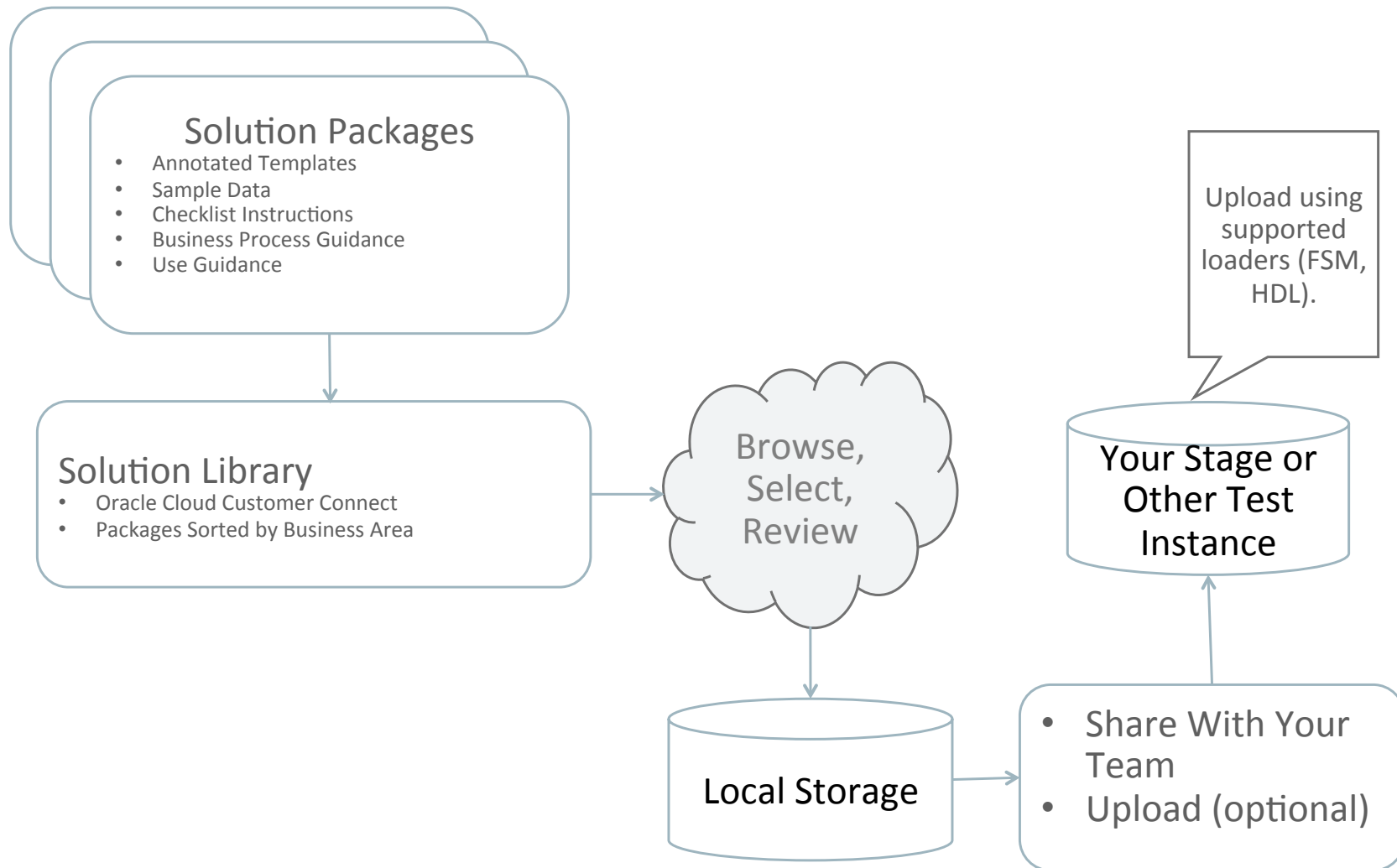
Attributes

Label	Short Name	Name	Unique	Primary Key	Alternate Key	Description
Legislative Data Group Id	LEGISLATIVE_DATA_GROUP_ID	LegislativeDataGroupId	Y			
Balance Name	BALANCE_NAME	BalanceName			Y	
Dimension Name	DIMENSION_NAME	DimensionName			Y	
Database Item Suffix	DATABASE_ITEM_SUFFIX	DatabaseItemSuffix			Y	
Legislative Data Group Name	LEGISLATIVE_DATA_GROUP_NAME	LegislativeDataGroupName			Y	
Balance Definition	BALANCE_TYPE_ID	BalanceDefinition		Y		

Sample Data

ViewInstanceName	BaseUserTableName	GUID	LegislationCode	LegislationDiscriminator	ModuleId	RangeOrMatch	UserKeyUnits	UserRowTitle	UserTable
UserTableNew	UNION_FB_RATE_TABLE	021E7726A4AF1B21E0536204548C5E34	N	US		M	T	UNION_FB	UNION_FB

Solution Library In A Nutshell



Roadmap for Solution Package Types

1 -2 Months

Talent Management

- Talent Review
- Performance Management
- Profile Management

3 – 6 Months

Absence Management

- Benefits
- Compensation
- Payroll

Future Direction

Best Practice Solution Packages

- Template-Based 3rd-Party Interfaces
- Vertical Industry-Specific Solution Packages
- Content that improves the “First Flight” experience
- Customer needs and Partner contributions drive the road map

Learn More

- The HCM Cloud Solution Library
 - <https://appsconnect.oracle.com/pages/9ab032877e>
 - Requires membership (free) in Oracle Applications Customer Connect community
- The latest update via the Oracle HCM Talk Radio podcast
 - <http://www.podcastchart.com/podcasts/hcm-talk-radio/episodes/hcm-talk-radio-hcm-cloud-solution-library-overview>
- Customers and Partners can reach out to engage
 - Collaborate on the Oracle HCM Cloud Solution Library
 - Provide input for the road map

Questions

