

ORACLE HR FOUNDATION

KEY FEATURES

- Provides robust support for capturing and viewing employee information
- Supports contingent workers
- Allows users to view a deployment history
- Captures competency and qualification information for projects placements
- Provides extensive open interfaces for data cleansing, uploading and mass changes
- Provides self-service processes

Oracle® Human Resources (HR) Foundation is a set of menus and APIs which are made available to Oracle Applications in order that worker information and business structures such as organization and job can be used throughout the enterprise, without the need to license Oracle Human Resources. Oracle HR Foundation is part of the Oracle E-Business Suite, an integrated set of applications that are engineered to work together. Oracle HR Foundation is used by specified Applications, while other Applications may require more extensive integration with HR processes. Oracle HR Foundation does not support localized country-specific extensions.

Using HR Foundation

HR Foundation interfaces are only used if you do not have Oracle Human Resources installed. Many of the interfaces, such as those concerned with work structures, are identical. However, full Oracle Human Resources additionally supports complex human resources transactions within the context of a country's legal requirements, and most HR transactions require additional country specific data to be entered.

If you enter information through HR Foundation interfaces without the necessary country data, then this will compromise the use of data by other users. If you have Oracle Human Resources installed, and are licensed for full or restricted use, then you must use the Oracle Human Resources menus that give access to legislative data.

Applications such as Oracle Payroll, Oracle Time and Labor, Oracle US Federal Human Resources, Oracle Lease Management, Oracle HR: Self-Service, Oracle HR Intelligence, Oracle Advanced Benefits, Oracle iRecruitment, all require full Oracle Human Resources.

Extensive API's

The HR Foundation Application Program Interfaces (API's) manage current information, which allows you to create, maintain and terminate employees and contingent workers and store relevant information about their personal and career data as well as managing their placements within the organization.

You are able to manage worker information by performing the following steps – create and update personal information and person addresses; create, update and delete phones; create, update and terminate an employee or contingent worker (restrictions apply on the full use of these APIs); change the deployment of an employee or contingent worker; maintain assignment information about an employee or contingent worker; create and update assignment rates and values; create and update

KEY BENEFITS**PROFESSIONAL USER INTERFACE:**

- Provides different Oracle Applications with limited HR information required for the business processes
- Lowers the total cost of ownership by not requiring an Oracle Human Resources license for every employee needing access to HR data

EXTENSIVE API'S:

- Allows users to maintain basic HR information

SELF SERVICE FUNCTIONALITY

- Allows users to maintain the necessary competency/qualification information which can be used when re-hiring or to place someone in the correct project
- Self service can lead to improved employee morale and also improve productivity for HR support staff by reducing Help Desk calls

RELATED PRODUCTS

Some of the EBS product modules integrated with HR Foundation are:

- Oracle Projects Applications
- Oracle Financials
- Oracle Manufacturing Applications
- Oracle Procurement Applications
- Oracle Learning Management
- Oracle Receivables

RELATED SERVICES

The following services are available from Oracle Support Services:

- Oracle E-Business Suite Accelerators
- Oracle Application Solution Centers
- Oracle University
- Oracle Consulting

competences and ratings scales or levels.

You are also able to manage organization and other business information such as: create and update locations, business groups, legal entities, organizations, classifications and managers; create and update organization and position hierarchies.

Professional User Interface

HR Foundation is available for users in a shared environment who are not licensed to use Oracle Human Resources. This functionality allows you to enter and maintain employees and contingent workers, view deployment history, define career information, such as competencies and qualifications, define and manage the work structures that support deployment, such as organizations, jobs, positions and grades, organization/position hierarchies, access security functions, and submit processes and reports.

Self-Service Access for Employees and Managers

HR Foundation includes self-service responsibilities for Manager and Employee. Using Employee Self-Service responsibility you can perform personal actions such as enter personal information and professional details and view suspended actions (can an employee correct any of the suspended actions or just view them?). From Manager Self-Service responsibility you are able to utilize Suspended Actions, Manager Actions Tree View, Manager Enter Process submenu, Manager Actions, Personal Actions, and Manager Professional Details.

Upgrade HR Foundation

"Upgrade HR Foundation" guided process has been developed to assist customers who are upgrading from using HR Foundation as a shared option with EBS Applications to a full implementation of Oracle HR. You use the Upgrade HR Foundation process to determine whether you should re-implement your HR configuration or set up additional business groups and migrate the data while maintaining references to the existing applications. You also use the methodology to plan which tools to use to perform the migration and what types of tests to run to verify that the migration has been successful.

Oracle E-Business Suite—The Complete Solution

Oracle E-Business Suite enables companies to efficiently manage customer processes, manufacture products, ship orders, collect payments, and more—all from applications that are built on unified information architecture. This information architecture provides a single definition of your customers, suppliers, employees, and products—all important aspects of your business. Whether you implement one module or the entire Suite, Oracle E-Business Suite enables you to share unified information across the enterprise so you can make smarter decisions with better information.

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