Oracle Identity Manager Connector - Datasheet
September 2008

ORACLE IDENTITY MANAGER CONNECTORS FOR PEOPLESOFT

HIGHLIGHTS

OIM Connector for PSFT Employee Reconciliation
• Enables PSFT HR as an authoritative source of OIM User identity data
• Allows configuration of multiple PSFT HR instances at the same time
• Provides both real-time and bulk reconciliation
• Handles both employee and non-employee person types
• Detects all major person lifecycle events including onboarding and termination
• Supports effective dated person & job data changes
• Can be deployed independent of the PSFT User Management Connector
• Certified with PeopleSoft HRMS 8.8, PeopleSoft HCM 8.9, 9.0 on PeopleTools 8.49

Today’s enterprises have numerous applications, databases and services in a typical IT environment. Additionally, there are millions of end users needing provisioning and management across heterogeneous environments. The time, money and effort spent in managing users across these environments can easily become administrator’s nightmare. Thus, enterprises are increasingly looking to automate enterprise-wide provisioning and de-provisioning of user accounts. They want major identity lifecycle events such as new hires, transfers & terminations to be driving these provisioning actions. Oracle Identity Manager (OIM) provides a centralized user provisioning platform for realizing such automation.

OIM Connectors are pre-packaged solutions that integrate target applications with OIM. Specifically, OIM’s PeopleSoft Connectors integrate OIM and PeopleSoft Enterprise Applications.

1. OIM Connector for PSFT Employee Reconciliation enables PSFT HR to act as an authoritative source of OIM User identity data. This is achieved through the connector’s identity (aka trusted source) reconciliation capabilities.

2. OIM Connector for PSFT User Management provisions PeopleTools-based PSOPRDEFN accounts along with the account’s role and permission list associations. Additionally, existing PSFT accounts can be matched to OIM identities using account (aka target resource) reconciliation. When deployed along with the PSFT Employee Reconciliation connector, this connector automatically links newly provisioned account with the corresponding person record so that PSFT applications can leverage the additional person data if needed.

OIM Connector for PSFT User Management
• Provides account management (provisioning & reconciliation) of PSOPRDEFN PeopleTools-based account records
• Allows configuration of multiple PSFT instances at the same time
• Links the account record with the corresponding person record
• Can be deployed independent of the PSFT Employee Reconciliation Connector
• Certified with PeopleTools 8.49

Overview

OIM Connectors for PeopleSoft
Oracle Identity Manager Connector for PSFT Employee Reconciliation

PSFT Employee Reconciliation Connector enables PSFT HR to function as an authoritative source of OIM User identity data. This is achieved through the connector's identity (aka trusted source) reconciliation capabilities. Identity reconciliation is available in two modes: bulk and real-time.

- **Bulk mode** is used to perform full reconciliation from PSFT HR into OIM. This includes the initial onboarding of identities into OIM as well as the periodic full reconciliation.
- **Real-time mode** is used to perform real-time reconciliation of changes in PSFT HR including new person creation, changes to existing persons etc. Typically, this mode is used for reconciling individual record changes on an incremental basis after an initial reconciliation is performed using the bulk mode. Real-time reconciliation allows OIM to immediately detect critical lifecycle events such as job terminations. OIM is thus able to take the corresponding downstream provisioning & de-provisioning actions immediately as well.

Some of the key features of the connector include:

- Ability to simultaneously configure of multiple PSFT HR instances as trusted identity sources even when each of these HR instances is running a different version.
- Ability to reconcile both employee and non-employee person types. Non-employee person types include contingent workers, temporary workers etc.
- Detection of all major person lifecycle events including onboarding, job changes, transfers, terminations etc.
- Support for effective dated person & job data changes. This feature allows currently effective changes to be immediately reconciled while future dated changes to be reconciled at a later date (when these changes become effective).

Oracle Identity Manager Connector for PSFT User Management

PSFT User Management Connector provides account management features such as account provisioning and account (aka target resource) reconciliation between OIM and PSFT. The connector allows simultaneous operation of multiple PSFT instances even when each of these instances can be running a different version of PeopleTools.

**Account Provisioning**

**Create account**

Based on information provided by OIM, the connector would create a PSOPRDEFN account in PeopleTools. This PSFT account would have all its attributes populated by OIM as well. One such attribute is Employee ID, which gets pre-populated with the value in the OIM User ID. In case the PSFT Employee Reconciliation connector is also deployed, this OIM User ID value is populated the PSFT HR Employee ID. Customers can configure both the connectors to use a different OIM User attribute in order to hold the Employee ID value.

**Update account**

Allows for the modification of attributes related to specific PSOPRDEFN record. These attributes can Employee Id, Language Code, Currency
Code, Primary Email Address, Primary Permission List, Row Security Permission List, Process Profile Permission List, and Navigator Home Permission List. Permission list values are available in the corresponding OIM Lookup Field.

<table>
<thead>
<tr>
<th>Feature</th>
<th>Description</th>
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<tbody>
<tr>
<td>Reset password</td>
<td>Resets the password of the account</td>
</tr>
<tr>
<td>Add/remove role assignments</td>
<td>Allows new roles to be added as well as existing roles to be removed. Provides the list of all available roles as an OIM Lookup Field.</td>
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<tr>
<td>Disable/enable account</td>
<td>Locks/unlocks the particular account record so that it gets effectively disabled/enabled.</td>
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**Account Reconciliation**

Account reconciliation feature is available in two modes: bulk and real-time.

- **Bulk mode** is used to perform full reconciliation from PeopleSoft into OIM. This includes the initial discovery of accounts as well as the periodic full reconciliation.
- **Real-time mode** is used to perform real-time reconciliation of changes in PeopleTools including new account creation, changes to accounts etc. Typically, this mode is used for reconciling individual record changes on an incremental basis after an initial reconciliation is performed using the bulk mode.

Some of the key account reconciliation features include:

<table>
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<tbody>
<tr>
<td>Create a new target resource for existing account</td>
<td>Matches an existing PSFT account to an “owner” OIM user based on matching rules. Creates a new OIM target resource for this existing account. Populates all the OIM target resource profile attributes with their corresponding values in the PSFT account.</td>
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<tr>
<td>Update an existing target resource</td>
<td>Reconciles changes to PSFT account attributes from PSFT system into the OIM target resource.</td>
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<tr>
<td>Update the roles and permission lists associated with an existing account</td>
<td>Updates the roles associated with an existing OIM target resource profile with the changes made directly to the PSFT account.</td>
</tr>
<tr>
<td>Disable/enable existing target resource</td>
<td>Reconciles user status information from PSFT into OIM based on the Locked/Unlocked status of the PSFT account.</td>
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**For More Information**

- To learn more about Oracle Identity Manager Connectors, visit [www.oracle.com/identity](http://www.oracle.com/identity) or call +1.800.ORACLE1.