

ORACLE IDENTITY MANAGER CONNECTORS FOR ORACLE E-BUSINESS SUITE

HIGHLIGHTS

OIM Connector for Oracle EBS Employee Reconciliation

- Reconciliation of employee master (aka person) records from EBS HR store
- Supports configurable attribute mapping through pluggable custom queries
- Connector
- Recognizes future-dated HR lifecycle events
- Can be deployed independent of the EBS User Management
- Certified with EBS 11.5.10 and R12 (including Oracle RAC10g/11g deployments)

OIM Connector for Oracle EBS User Management

- Account provisioning and reconciliation of EBS FND_USER accounts along with their UMX role and responsibility assignments
- Pre-configured to perform real-time validation of Segregation of Duties policy check with OAACG (formerly LogicalApps)
- Can be configured to provision HR Foundation person records as well as TCA Foundation person party records
- Supports integration with an SSO-enabled EBS instance through LDAP GUID provisioning
- Provides an EBS application-based navigation catalogue for roles and

Oracle E-Business Suite (EBS) customers have traditionally relied on directory solutions such as Oracle Internet Directory (OID) and single sign-on solutions such as Oracle SSO & Oracle Access Manager to meet their user on-boarding and authentication needs. They have also used OID's Directory Integration Platform to synchronize user information between the various user repositories internal to EBS such as FND, TCA and HRMS. If user access to critical EBS applications is to be governed through Segregation of Duties (SoD) policies, then EBS customers would have to additionally manage such policies in ERP GRC solutions such as OAACG.

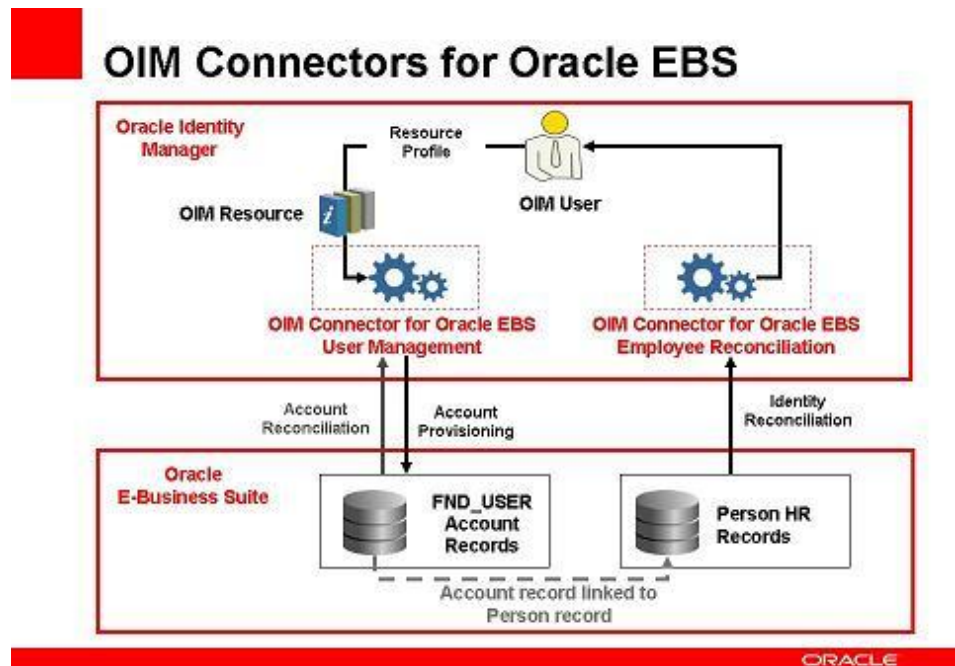
The identity ecosystem created by the co-existence of EBS and these various identity aware solutions presents a difficult administration & audit/compliance challenge. Managing multiple point to point integrations that are present in such an environment while ensuring auditability and SoD policy enforcement greatly increases the total cost of ownership for customers. Introduction of Oracle Identity Manager (OIM) as the centralized, auditable user administration solution into this ecosystem can easily solve this challenge. OIM can help EBS customers achieve compliant user administration by enforcing the OAACG SoD policies in real-time during role and responsibility grants. Additionally, it can increase the cost effectiveness of the ecosystem by replacing the various point to point integrations with its single integration into EBS.

OIM's EBS integrations are available in the form of two connectors.

1. OIM Connector for EBS Employee Reconciliation retrieves employee records from the EBS HR store and creates identities from them in OIM using a process known as identity or trusted source reconciliation.
2. OIM Connector for EBS User Management provisions & reconciles EBS FND_USER accounts along with their UMX role & responsibility assignments. Additionally, it provides customers with the ability to manage HR Foundation person and TCA Foundation person party records so that OIM can provision into EBS deployments that require these person records to be managed along with their FND_USER security accounts. The provisioning and reconciliation actions can also be performed against an SSO-enabled EBS application through the LDAP GUID provisioning feature of the connector. The connector also comes pre-configured to validate any role or responsibility grant for Segregation of Duties (SoD) violation by performing preventive simulation of that grant in Oracle Application Access Controls Governor (OAACG), Oracle's industry leading GRC solution that provides EBS's SoD policy management by default.

- responsibilities
- Can be deployed independent of the EBS Employee Reconciliation Connector
- Certified with EBS 11.5.10 and R12 (including Oracle RAC 10g/11g deployments)

Overview



Oracle Identity Manager Connector for Oracle E-Business Suite Employee Reconciliation

EBS Employee Reconciliation Connector enables EBS HR store (represented by the PER_ALL_PEOPLE_F HR table) to function as an authoritative source of OIM User identity data. This is achieved through the connector's identity (aka trusted source) reconciliation capabilities.

Some of the key features of the connector include:

- Ability to reconcile additional custom and standard attributes from EBS HR using a pluggable query approach so that customers can drive OIM provisioning, attestation, reporting and delegated administration capabilities using these attributes.
- Detection of all major person lifecycle events including onboarding, job changes, transfers, terminations etc.
- Support for future dated person & job 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 Oracle E-Business Suite User Management

EBS User Management Connector provides account management features such as account provisioning and account (aka target resource) reconciliation between OIM and EBS.

Account Provisioning

Create account	Based on information provided by OIM, the connector would create a user in EBS FND_USER store including population of all user attributes. For SSO-enabled EBS instances, the connector can connect to the associated SSO LDAP store to retrieve the LDAP GUID and then populate it onto the FND_USER account. It can also provision HR person records and TCA person party records that may be needed for the FND_USER to become functional for certain intranet & extranet EBS applications.
Update account	Allows for the modification of attributes related to specific FND_USER record. These attributes include Email, Password, Description, Start Date, End Date, Lifespan Type & Lifespan, and Employee ID.
Reset password	Resets the password of the account in EBS.
Validate OAACG SoD policies prior to responsibility or role assignments	Pre-configured to provide real-time validation of SoD policies defined in OAACG for any responsibility or role assignments
Add/remove responsibility assignments	Allows new responsibilities to be added as well as existing responsibilities to be removed. Handles the Start Date and End Date of each responsibility as well. Provides the list of all available responsibilities as an OIM Lookup Field.
Add/remove role assignments	Allows new roles (aka UMX roles) to be added as well as existing roles to be removed. Handles the Start Date and End Date of each role as well. Provides the list of all available roles as an OIM Lookup Field.
Disable account	Sets the End Date of the FND_USER record to the current date so that the account gets effectively disabled.
Enable account	Clears the End Date of the FND_USER record so that the account gets enabled.

Account Reconciliation

Create a new target resource for existing account	Matches an existing EBS FND_USER 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
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	corresponding values in EBS FND_USER account.
Update an existing target resource	Reconciles changes to FND_USER account attributes from EBS system back into the OIM target resource.
Update the responsibilities associated with an existing target resource	Updates the responsibilities associated with an existing OIM target resource profile with the changes made directly to the EBS FND_USER record. Reconciles the Start Date and End Date values for each associated responsibility grant as well.
Update the roles associated with an existing target resource	Updates the roles associated with an existing OIM target resource profile with the changes made directly to the EBS FND_USER account. Reconciles the Start Date and End Date values for each associated role grant as well.
Disable/enable existing target resource	Reconciles account status information from EBS into OIM based on the value of the End Date attribute.

For More Information

- To learn more about Oracle Identity Manager Connectors, visit www.oracle.com/identity or call +1.800.ORACLE1.