

ORACLE WORKFORCE ADMINISTRATION INTEGRATION PACK FOR PEOPLESOFT HUMAN RESOURCES



THE ORACLE WORKFORCE
ADMINISTRATION
INTEGRATION PACK FOR
PEOPLESOFT HUMAN
RESOURCES HERALDS A
NEW APPROACH TO
INTEGRATING CUSTOMER'S
APPLICATION PORTFOLIO
BASED ON COMPOSITE
BUSINESS PROCESSES

KEY FEATURES

- Leverages PeopleSoft core HR Data to be extended to a target system
- Enables extensive access to web services provided by multiple applications
- Support for User-extensible Business Logic, Validations and Transformation
- Facilitates the use of services in orchestrated process flows
- AIA Reference Process Models and Domain Value Maps

BENEFITS

- Speeds time to value with pre-built Enterprise Business Objects and Services
- Minimizes integration cost and risk through proven architecture and methodology
- Facilitates IT and Business collaboration through pre-built Reference Process Models
- Provides control and visibility into your process integrations
- Enables rapid change and configuration in response to business needs

Leveraging Oracle Application Integration Architecture (AIA), the Oracle Workforce Administration Integration Pack for PeopleSoft Human Resource delivers a pre-built integration from PeopleSoft Person, Worker, and Talent Profile data to 3rd party or custom developed applications, enabling you to streamline the cross-application business process integrations leveraging a standards-based pre-built integration solution.

Creating a Sustainable Competitive Advantage

With companies relying on upwards of hundreds to thousands of different application systems to manage mission critical business functions, application landscapes today are complex and rigid infrastructures often connected by fragile hard-coded integrations that are costly, difficult and risky to change.

In order for IT to become a strategic partner to the business—helping to drive transformation, growth and competitive advantage—high performance companies are focusing now more than ever on business process improvements that will support continuous innovation enabling IT to evolve with the business.

Oracle Application Integration Architecture Partial Process Integration Pack (PIP)

A partial PIP is a pre-built set of integrated orchestration flows, application integration logic, and extensible enterprise business objects and services required to manage the state and execution of a defined set of activities associated with a given process up to the point of the target subscription application of your choice.

The Workforce Administration for PeopleSoft HR partial process integration pack (PIP) is a pre-built set of integrated orchestration flows, application integration logic, and extensible enterprise business objects and services required to manage the integration of PeopleSoft person, job, and talent profile data up to the point of the target subscription application. When integrated, you can utilize synchronized PeopleSoft workforce data in 3rd party systems, such as organizational charting, workflow, talent, training, and competency management applications.

Workforce Administration for PeopleSoft HR partial Integration Pack Process Flow

The Workforce Administration for PeopleSoft HR partial PIP consists of integration flows of person, worker, and talent profile data from PeopleSoft and Oracle Fusion

Middleware to the point of the application business connector service (ABCS) for a target system. The integration pack provides the EBO-to-target system data map to which the connector refers. You must build the inbound messaging to complete the flow of data to the target system of your choice.

The shaded, L-shaped box in this diagram illustrates the Oracle Workforce Administration for PeopleSoft HR partial PIP process flow.

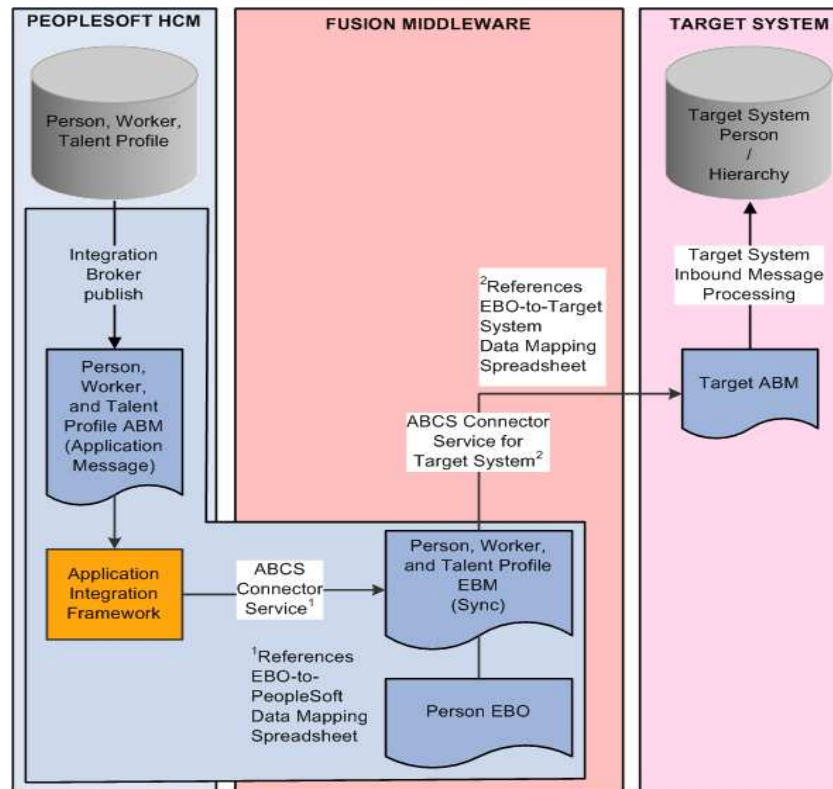


Figure 1. Workforce Administration for PeopleSoft HR Process Flow

The Workforce Administration for PeopleSoft HR partial PIP synchronizes data that is used in PeopleSoft HCM applications throughout the life cycle of person, worker, and talent profile creation and update transactions. Specifically, the PIP provides the following synchronizations:

- Person
- Worker (Job Data)
- Talent Profile Instance Qualifier Set
- Talent Profile Content Type
- Talent Profile Content Item
- Talent Profile Type
- Talent Profile

Enterprise Business Objects and Enterprise Business Services

One of the most common challenges in application interoperability is inconsistent business semantics among the different applications. Pre-built Enterprise Business Objects (EBO's) and Enterprise Business Services (EBS's) are utilized to create loosely coupled integrations that can be modified extended and configured as business demands.

EBO's are best-in-class representations of business entities such as Person, Worker, Talent Profiles, etc These definitions are rationalized across the PeopleSoft HCM application portfolio and industry standards. Customers can use EBO's to bring together disparate applications using a common language, eliminating the burden of having to create these EBO's from scratch or worrying about how to define a canonical common object that will withstand the test of time.

Enterprise Business Services (EBS) are standard service definitions that can be implemented by any application that wants to participate in your integration. EBS's are key to creating a layer of abstraction between systems, enabling you to leverage capabilities from any of your existing applications and orchestrate sustainable process integrations.

Taking this approach ensures that as you bring new applications into the mix or upgrade to newer versions, your process integration doesn't change. The abstraction layer acts as a buffer from changes to your applications. And since our EBO's and EBS's are designed for extensibility, any attributes or extensions you create on top of what we deliver out of the box are preserved through upgrades.

Built on Fusion Middleware

Oracle Fusion Middleware is the world's fastest growing family of middleware solutions, spanning from SOA, portals, and process management, to application infrastructure, identity management, content management, and business intelligence.

Oracle Fusion Middleware provides the tools and technology to apply the Workforce Administration Integration Pack for PeopleSoft HR to your infrastructure. Oracle AIA Foundation Pack is certified on both Oracle Application Server and Oracle WebLogic Server.

The Oracle Advantage

Oracle Application Integration Architecture (AIA) is a solution that delivers pre-built content, templates and methodology for orchestrating agile user-centric business processes across enterprise applications. The integration packs include everything you need to rapidly enable service-oriented applications, from business processes to common objects and services, to SOA Governance, at greatly reduced cost. AIA Process Integration Packs are designed to be easily extended to evolve as your business changes, allowing you to respond to customer and market needs with greater agility and flexibility. Customers can realize increased efficiency in cross application business processes, by using cleansed, consolidated and enriched customer data while achieving lower cost of ownership.

Built on Oracle Fusion Middleware's Service-Oriented Architecture (SOA) and

RELATED PRODUCTS

The following conditions are prerequisites for implementing the Workforce Administration Integration Pack for PeopleSoft HR partial PIP

- PeopleTools
- PeopleSoft Human Resources, person, job data (worker) and talent profiles created
- Oracle Applications Integration Architecture Foundation Pack
- Fusion Middleware Service Oriented Architecture

RELATED SERVICES

The following services are available from Oracle Support Services:

- Update Subscription Services
- Product Support Services
- OnlineDBA

BPM products, Oracle AIA transforms rigid IT systems into flexible, integrated environments that can adapt and scale to business needs. Customers can gain comfort in knowing that all Oracle provides a complete integration solution that is fully supported, enhanced and maintained by Oracle thus minimizing any risk associated with integration projects.

For more details on Oracle Applications Integration Architecture or the Oracle Workforce Administration Integration Pack for PeopleSoft Human Resources visit www.oracle.com and contact your Oracle Application Sales Representative.

Contact Us

For more information about *Oracle Workforce Administration Integration Pack for PeopleSoft Human Resources*, please visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.



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