Oracle HR Foundation

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E-BUSINESS SUITE
HUMAN RESOURCES
MANAGEMENT SYSTEM

Oracle® Human Resources (HR) Foundation is a set of menus and APIs that are made available to Oracle Applications for updating and maintaining worker information and business structures such as organizations and jobs throughout the enterprise, without the need to fully 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 certain applications, while other applications may require more extensive integration with HR processes. Oracle HR Foundation does not support localized country-specific extensions.

KEY FEATURES

- Provides robust support for capturing and viewing employee information
- Supports contingent workers
- View deployment history
- Captures competency and qualification information for project placements
- Offers extensive open interfaces for data cleansing, uploading and mass changes
- Extensible self-service processes

KEY BENEFITS

- Provides Oracle Applications with limited HR information required for performing business processes
- Lowers total cost of ownership by not requiring an Oracle Human Resources license for every employee needing access to HR data
- Extensive APIs allow users to easily and efficiently maintain basic HR information
- Maintain the necessary competency/ qualification information for re-hiring or placing an employee in the correct project
- Improves employee morale and HR support staff productivity by reducing Help Desk calls

Using HR Foundation

HR Foundation interfaces are available 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 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, allowing 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, addresses and phone numbers, create, update and terminate employees and contingent workers, change employee or contingent worker deployment, maintain employee or contingent worker assignment information, create and update assignment rates and values, and create and update competences and ratings scales or levels. (Note that certain restrictions apply on the full use of these APIs.)

You are also able to manage organization and other business information such as: create and update locations, business groups, legal entities, organizations,

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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 access for managers and employees. With Employee Self-Service you can perform actions such as entering personal information, professional details as well as update suspended actions. With Manager Self-Service you are able to utilize Suspended Actions, Manager Actions Tree View, Manager Actions, Personal Actions, and Manager Professional Details.

Upgrade HR Foundation

The "Upgrade HR Foundation" guided process can assist you when upgrading from using HR Foundation as a shared option with EBS Applications to a full implementation of Oracle HR. 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. Use the methodology to also plan which tools to use to perform the migration and what types of tests to run to verify the successful outcome of the migration.

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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For more information about Oracle HR Foundation, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.

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Hardware and Software, Engineered to Work Together

Oracle is committed to developing practices and products that help protect the environment