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# PeopleSoft HRMS 9.1 December 2010 Feature Pack Overview

## Disclaimer

The following is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, and timing of any features or functionality described for Oracle's products remains at the sole discretion of Oracle.

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## Introduction

PeopleSoft Enterprise Human Capital Management (HCM) is a world-class, HCM solution for organizations of every size, region, and industry. Only Oracle has a global, web-based, single system HCM solution that covers every aspect of the HCM road map—from core human resources (HR) transactional functionality through service automation and delivery to integrated enterprise talent management solutions.

With the introduction of PeopleSoft HCM 9.1 in September 2009, we delivered new and enhanced functionality designed to help drive organizational effectiveness, provided decision support tools to facilitate intelligent business execution and offered customers more flexibility through the use of additional configuration options, integrations, and new tools capabilities. The adoption of HCM 9.1 has been unprecedented and heartening, but we are always looking for ways to improve our customer's experience.

In an effort to continue building on what was delivered in PeopleSoft HCM 9.1, we are introducing the concept of Feature Packs. PeopleSoft HCM 9.1 Feature Packs will include the initial HCM 9.1 release content plus new features and enhancements introduced since the general availability of HCM 9.1. The Feature Pack CD allows new or upgrading customers a single installation to get the most up to date HCM 9.1 functionality. This document is a compilation of new enhancements that can be found on the upcoming Feature Pack CD.

There's also good news for customers that have already implemented HCM 9.1 and want to take advantage of the new features and functionality developed off-cycle. All new off-cycle features are delivered as part of the standard bundle update mechanism so that when you apply your bundles you can take advantage of the added value of the new capabilities without having to wait for the next major release. At the end of each new feature section in this document we have indicated the bundle in which the new feature was delivered under the Bundle Delivery heading.

## PeopleSoft Feature Packs

Fulfilling Oracle's Applications Unlimited commitment to our customers, we continue to invest in our industry-leading PeopleSoft applications. As a part of this investment, we are now using our Feature Pack process to deliver customer-driven enhancements, as well as certified installations and upgrades, for our customers.

Feature Packs are a new off-cycle delivery mechanism that we are offering to customers in addition to the existing bundle and maintenance pack update mechanisms. Each Feature Pack includes a roll-up of all of the capabilities and updates that we deliver in bundles and maintenance packs. This includes any new features we've developed off-cycle too. So you get great new features as well as installation and upgrade convenience.

If you are a new PeopleSoft HCM 9.1 customer, or an existing pre-9.1 customer upgrading to 9.1, the HRMS 9.1 December 2010 Feature Pack provides you with a single installation or upgrade step that gives you the latest functionality. You no longer need to install the HCM 9.1 General Availability release and then apply the subsequent bundles or maintenance packs to use the latest delivered capabilities in your applications. This offers you convenience as well as cost and time savings for your installation or upgrade. When we deliver each Feature Pack, the installation files are re-cut to include all of the previously delivered functionality and updates. This provides you with a single installation or upgrade step.

With Feature Packs, you no longer need to wait 2-3 years for the next major release to take advantage of new features; features that can add significant value to your business.

## Why Use Feature Packs?

There are many reasons new or upgrading PeopleSoft HCM customers will want to take advantage of the HRMS 9.1 December 2010 Feature Pack.

- Includes a roll-up of all capabilities and updates previously delivered in bundles and maintenance packs. Previously, you would have had to upgrade to the latest release, and then, to add the most current functionality updates, you would have to apply each available bundle or maintenance pack. Now there's a faster and much better way – Feature Packs. You go directly to the latest new features and enhancements in one installation or upgrade step.
- Delivers additional and improved functionality to new and upgrading customers. You don't need to wait for the next major release to take advantage of the new features you've been clamoring for. We will provide ongoing new features, delivered through bundles and then made part of Feature Packs, so you get the features you want faster.

- PeopleBooks are updated and re-published. The entire set of HRMS 9.1 PeopleBooks documentation was updated to reflect the functionality delivered in the HRMS 9.1 December 2010 Feature Pack.
- Customers are not typically charged additional license fees for the new off-cycle functionality. While there are exceptions, Feature Packs, and the new functionality they contain, will not generally require you to pay any additional software license fees. If you already own the corresponding PeopleSoft products, and are current with your support payments, you can take advantage of the new functionality right away at no additional cost.
- Support policies are not impacted. Feature Packs have no affect on Oracle support policies. If you take advantage of new functionality by installing a Feature Pack, the begin and end dates of your existing Oracle Lifetime Support level do not change or reset.

We think you'll agree that implementing or upgrading to the HRMS 9.1 December 2010 Feature Pack provides you tremendous value as well as time and cost savings.

## New Features

As part of the HRMS 9.1 December 2010 Feature Pack, we offer you many great new features that continue to add value to your organization's business processes.

### Talent Management Integrations

Every organization wants the best Talent Management capabilities available today. Oracle's PeopleSoft Talent Management 9.1 applications offer you those capabilities and allow you to enjoy robust Talent Management functionality while continuing to use your current PeopleSoft HCM installation. Also, our superior technology platform provides you significant productivity benefits and secures the future of your entire HCM enterprise.

- You can use our Talent Management 9.1 applications today without upgrading your existing PeopleSoft HCM system.
- When you use our Talent Management 9.1 applications, you also gain a tremendous amount of valuable functionality across your entire enterprise.
- Using our suite of Talent Management applications ensures optimal integration of your talent processes and data.
- With Talent Management 9.1, you secure the future of your HCM enterprise applications with a consistent overall system that will work well together both now and as you grow and enhance your organization's operations.

PeopleSoft applications are architected with a common and consistent underlying technology that supports interoperability. Deep data and business process integration have always been a cornerstone of PeopleSoft's applications. You can leverage this superior architecture to use our

latest Talent Management 9.1 applications while continuing to use your other current core PeopleSoft HCM applications.

Oracle's PeopleSoft application strategy and development teams consider Talent Management an integral part of our overall HCM strategy. As part of that strategy we have a very robust, long-term plan to ensure that you'll see continued added value in our Talent Management and HCM applications. Other third-party vendors may also have a long-term strategy, but it can only be for a separate, standalone application. There is tremendous value in having your Talent Management solution included as an ongoing part of your HCM system's long-term future.

Talent Management applications enable you to understand your current workforce—what skills you have available and where they are being used. To best manage your business you need to understand what skills are critical to your organization and how well people with those skills are performing. You also need to anticipate where shortages of people, skills, or both are likely to occur. Oracle's PeopleSoft Talent Management applications empower you with that information so you can take action to acquire, develop, and retain your best workforce.

To ensure that our customers have the most current talent management options possible, Oracle provides PeopleSoft Talent Management 9.1 to PeopleSoft HCM Integrations to connect our Talent Management 9.1 and Human Resources 8.9 and 9.0 applications. These easily configurable integrations enable our HCM 8.9 and 9.0 customers to take advantage of the Talent Management 9.1 business process enhancements while retaining their existing HCM implementation.

You can maintain your PeopleSoft HCM 8.9 or 9.0 instance and still leverage the most up-to-date Talent Management 9.1 functionality. And since our 9.1 applications utilize the extensive improvements in functionality and user interface offered by PeopleTools 8.50, your employee user experience will be dramatically enhanced as well.

Because you can maintain your valuable data in a consistent PeopleSoft-to-PeopleSoft approach when using PeopleSoft Talent Management 9.1 to PeopleSoft HCM Integrations, the time and resources required to maintain your system data is reduced and simplified.

If you currently have PeopleSoft Human Resources 9.0 installed and want to utilize our new Talent Management 9.1 applications, we are delivering pre-built integrations to the following applications.

- Recruiting Solutions 9.1
- ePerformance 9.1
- Career and Succession Planning 9.1
- eCompensation Manager Desktop 9.1

If you currently have HRMS 8.9 installed and want to utilize our Talent Management 9.1 applications, we are delivering pre-built integrations to the following applications.

- ePerformance 9.1

- Career and Succession Planning 9.1
- eCompensation Manager Desktop 9.1

An integration for Human Resources 8.9 customers to Recruiting Solutions 9.1 has already been delivered separately after the release of the HRMS 9.1 December 2010 Feature Pack.

PeopleSoft's Enterprise Learning Management 9.1, an integral part of the overall PeopleSoft Talent Management solution, already has the capabilities to integrate directly with our HCM applications.

**Note.** If you currently have a PeopleSoft HCM implementation, we recommend that you upgrade to the PeopleTools 8.50 platform so you can leverage the robust power of our newest PeopleTools technology, but an upgrade is not required.

#### **Bundle Delivery**

Integration for Recruiting Solutions 9.1 to Human Resources 9.0 was introduced in PeopleSoft HRMS 9.1 Bundle #3.

Integration for ePerformance 9.1 to Human Resources 9.0 was introduced in PeopleSoft HRMS 9.1 Bundle #1.

Integration for ePerformance 9.1 to Human Resources 8.9 was introduced in PeopleSoft HRMS 9.1 Bundle #4.

Integration for Career and Succession Planning 9.1 to Human Resources 9.0 was introduced in PeopleSoft HRMS 9.1 Bundle #3.

Integration for Career and Succession Planning 9.1 to Human Resources 8.9 was introduced in PeopleSoft HRMS 9.1 Bundle #4.

Integration for eCompensation Manager Desktop 9.1 to Human Resources 9.0 was introduced in PeopleSoft HRMS 9.1 Bundle #3.

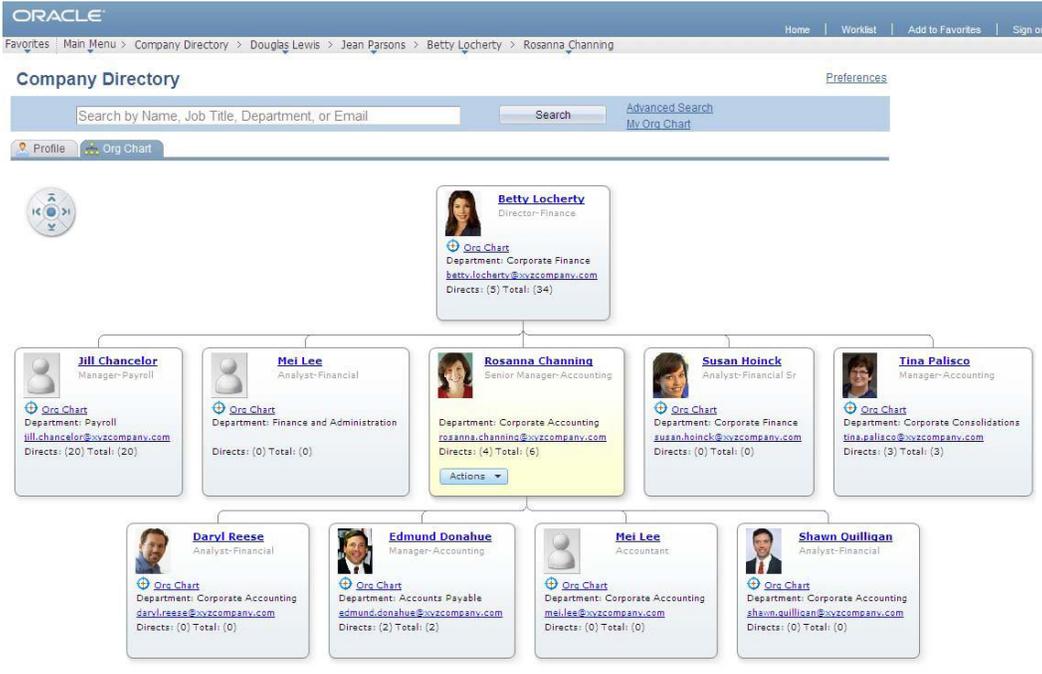
Integration for eCompensation Manager Desktop 9.1 to Human Resources 8.9 was introduced in PeopleSoft HRMS 9.1 Bundle #4.

#### **Company Directory**

With functionality provided in PeopleTools 8.51.02 or higher, PeopleSoft Human Resources 9.1 delivers the Company Directory. This functionality enables your employees and managers to search for people across the organization, see a visual representation of your organization based on a hierarchical structure you have defined, and enables users to initiate employee self service transactions from the organizational view.

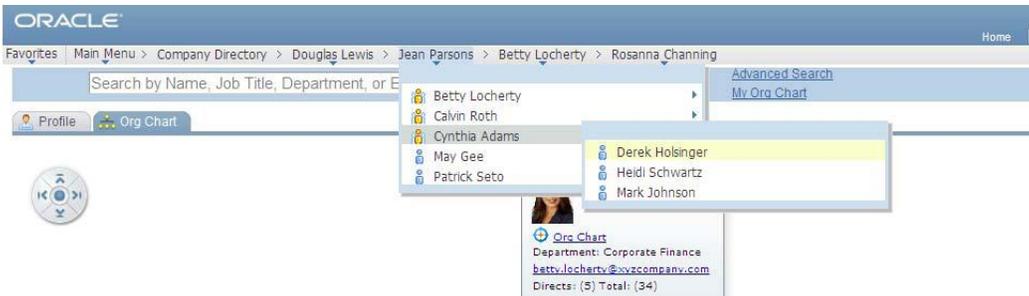
## The Company Directory Component

Your organizational reporting structure appears on the Org Chart page of the Company Directory as a three-levelled treelike structure. Select any person on the chart to refocus the page content.



### The Company Directory page

You can also navigate to people using breadcrumbs and SmartNavigation, which display above the page in the navigational header. Breadcrumbs and SmartNavigation enhance drop-down menus by incorporating your company hierarchy into the menu structure. This enables you to navigate the organizational chart using breadcrumbs as an alternative to using the search fields.



Breadcrumbs and SmartNavigation drop-down menu navigation for the Company Directory

The Profile page displays details regarding the person in focus on the organizational chart. This page displays up to five sections, depending on how the system administrator set up this page on the Company Directory Setup – Profile Content page. You can use the links on the page to access other people’s Profile pages, or you can edit content in the personalized sections for your own profile by using the edit icon to access the specific pages.

**Company Directory** [Preferences](#)

Search by Name, Job Title, Department, or Email   [Advanced Search](#)  
[My Profile](#)

[Profile](#) [Org Chart](#)

**Contact Information**

 **Rosanna Channing**  
 Job Title: Senior Manager-Accounting  
 Address: 4500 Corporate Lane  
 Pleasanton, CA 94588  
 Work Phone: 925.555.1234  
 Mobile: 925.555.1111  
 Location: Corporation Headquarters  
 Building: 2000  
 Email: [rosanna.channing@xyzcompany.com](mailto:rosanna.channing@xyzcompany.com)  
 Actions:

**Additional Contact Information**

Home Phone: 925-444-8736   
 Mobile Phone: 925-8762244  
 Personal Email: [rchanning@homemail.com](mailto:rchanning@homemail.com)

**My Profile Links**

 [Google](#)   
 [Yahoo](#)  
 [twitter](#)

**Company Details**

Reports To: [Betsy Locherty](#)  
 Peers (4): [Jill Chancellor](#), [Mei Lee](#), [Susan Hoink](#), [Tina Palisco](#)  
 Direct Reports (4): [Darvi Reese](#), [Edmund Donahue](#), [Mei Lee](#), [Shawn Quilligan](#)  
 Manager Level: Senior Manager  
 Additional Jobs (0):

**Personal Statement**

Real leaders are ordinary people with **extraordinary determination**

Company Directory - Profile page for the user

## Setting Up the Company Directory

The PeopleSoft Human Resources application enables your organization to set up the rule definitions for the organizational chart and profile summary within the Company Directory pages using the Company Directory Setup component. You define the layout of the Company Directory pages, fields, and personalization options available to the user.

General Settings Profile Content Org Chart Content

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**Contact and Organizational Content**

Person Name will always display on the Profile.

If Multiple Jobs Display is defined as a general setting, then Job Title(s) will display.

Photo

- Default Photo from HR System
- Allow User to Add Own Image

**Contact Information**

Line Number	Contact Info	Section Field
1	Name	
2	Job Title	
3	Telephone - Business	
4	Floor Nbr	
5	Address - Business	
6	Location	
7	Building	
8	Email - Business	
9	Action Drop-Down	

**Company Details**

Line Number	Company Details	Section Field
1	Reports To	
2	Peers	
3	Direct Reports	
4	Person ID	
5	Dotted-Line To	

**Employee Personalizations**

Select the section(s) Employees will be allowed to personalize and edit.

Display Additional Contacts

**Employee Options**

Select	Label	Value Format	
<input checked="" type="checkbox"/>	Other Email	Email	
<input checked="" type="checkbox"/>	Personal Email	Email	
<input checked="" type="checkbox"/>	Home Phone	Text	
<input type="checkbox"/>	Mobile Phone	Text	
<input checked="" type="checkbox"/>	Other Phone	Text	
<input checked="" type="checkbox"/>	Other	Text or Email	

Add Row

- Display My Profile Links
- Show My Links Shortcut Icon
- Display Personal Statement

Company Directory Setup component showing the Profile Content page

The reporting structure for the organizational chart and SmartNavigation menu uses a Tree Manager tree to provide the visual representation of the person-based organization chart. You can manually create a tree for the Company Directory structure, or use the new Job Tree Builder batch process that leverages the Direct Reports API to create a tree of persons based upon their job data.

Tree Builder Run Control

Run Control ID: 1 [Report Manager](#) [Process Monitor](#)

Tree Build Parameters	
Build Action:	Create/Replace Tree
Tree Structure ID:	COMPANY_DIRECTORY
<b>Tree Definition</b>	
SetID:	<input type="text"/>
Set Control Value:	<input type="text"/>
Tree Name:	COMPANY_DIRECTORY
Tree EffDt:	08/05/2010 <input type="button" value="B"/>
Tree Description:	Company Directory
Category:	HR <input type="button" value="Search"/>
<input type="checkbox"/> Save As Draft	
<b>Hierarchy Source Information</b>	
Build Method:	By Part Posn Mgmt Supervisor <input type="button" value="v"/>
Dept Set ID:	<input type="text"/>
Department ID:	<input type="text"/>
<input checked="" type="checkbox"/> Include Multiple Jobs	
<b>Root Node Definition</b>	
Employee ID:	KU0001 <input type="button" value="Search"/> Douglas Lewis
Empl Record:	0 <input type="button" value="Search"/>
<b>Process Tables</b>	
Target Record:	HRCO_JOB_TREE
Exception Table:	HRCO_JOBTR_EXCP
<b>Start From Node</b>	
Start Node:	<input type="text"/>

**Tree Builder Run Control page**

In order to utilize the Company Directory functionality, you must upgrade to PeopleTools 8.51.02 or later.

**Bundle Delivery**

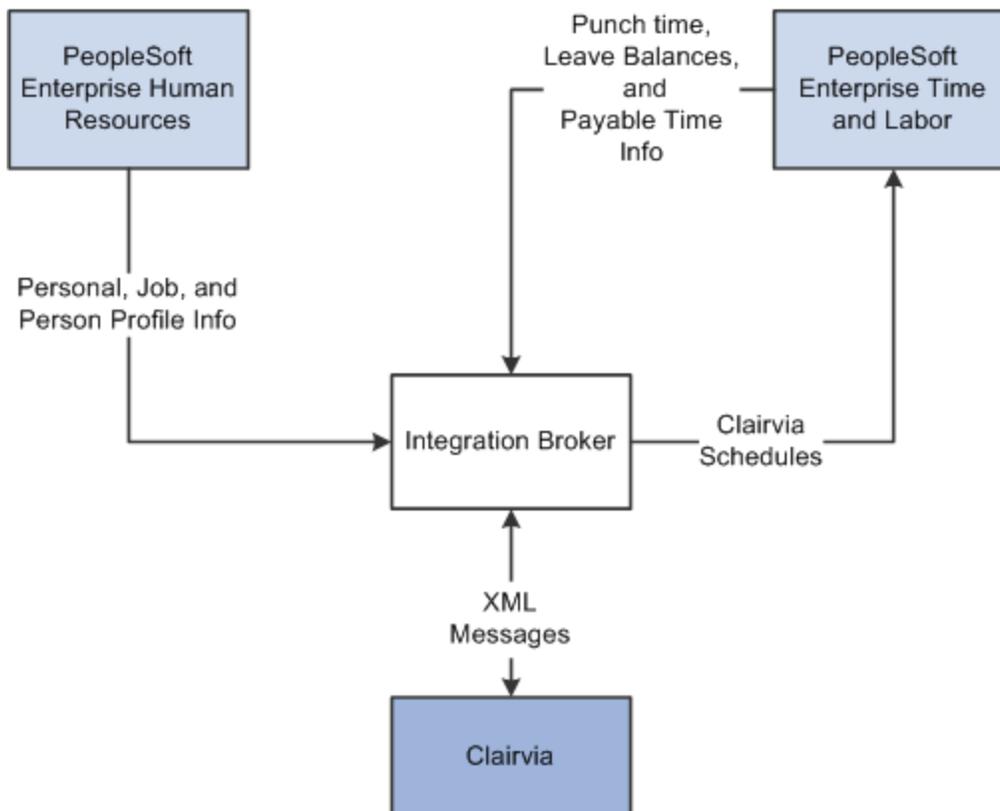
Company Directory was introduced in PeopleSoft HRMS 9.1 Bundle #4.

**Human Resources and Time and Labor Integration with Clairvia**

Clairvia automates staffing deployment based on specific care and workload demands to attain the best clinical and financial result. Clairvia capabilities include web-based employee self service dashboard, productivity measurement, scheduling and staffing, and real-time decision for complete control over staffing resources for an organization.

PeopleSoft HRMS integrates with Clairvia through the PeopleSoft Integration Broker, which is a messaging system that enables you to synchronize data from one application or system to another. PeopleSoft Integration Broker facilitates synchronous and asynchronous messaging among internal systems and trading partners, while managing message structure, message format, and transport disparities.

The following diagram illustrates the flow of information between PeopleSoft HCM applications and Clairvia:



Information flow between PeopleSoft HRMS, Time and Labor, and Clairvia

When PeopleSoft HRMS products and Clairvia are integrated, the following information is exchanged asynchronously between the applications:

- PeopleSoft Human Resources sends employee personal, job, and person profile information to Clairvia.
- PeopleSoft Time and Labor sends employee reported punch time, leave balances, and payable time to Clairvia.
- Clairvia sends employee work schedule and scheduled leave information back to Time and Labor.

The reported leave time and leave balance information is obtained from Time and Labor through integration with Human Resources Base Benefits. Absence Management is not required for this integration.

The system publishes PeopleSoft Human Resources messages in real time to Clairvia when any of the following transactions occur:

- Add a person and job (New Hire)

- Add an employment instance to an existing person
- Add an employment instance to an existing employee (multiple jobs)
- Add or update a person profile for competencies, licenses, etc.
- End an employment instance for an existing Person (Termination)
- Update an employment instance for an existing Person (Transfer)

The PeopleSoft system supports scheduling integration with Clairvia and Oracle Workforce Scheduling. However, the system supports the integration with only one external scheduling application at a time. You cannot integrate your PeopleSoft system with Clairvia and Oracle Workforce Scheduling simultaneously.

PeopleSoft Time and Labor facilitates the management of time reporting and time approval, as well as the creation and use of schedules. The scheduling module enables customers to create and maintain schedules and to communicate work expectations, track adherence, and reconcile the actual work completed.

In order for Time and Labor to send and receive information from Clairvia, your system must meet the following criteria:

- PeopleSoft Human Resources and Time and Labor are installed.
- Clairvia is installed.
- Time reporting codes and leave plans are manually entered in Clairvia.

In addition, employees must meet the following criteria:

- The employee must be enrolled in Clairvia.
- The PeopleSoft employee must exist in Clairvia – using the messages from PeopleSoft Human Resources.
- The employee must be enrolled in Time and Labor.

With the Time and Labor integration to Clairvia, you're able to:

- Publish Time and Labor data to Clairvia.
- Publish leave balances to Clairvia.
- Receive schedule and leave information from Clairvia.

#### **Bundle Delivery**

Clairvia integration was introduced in PeopleSoft HRMS 9.1 Bundle #4.

## Approval Processing for U.S. Federal Self Service Transactions

The Approval Framework, introduced in release 9.0, has become the standard for PeopleSoft HCM approval processing. In this release, we have updated all ten of the delivered approval processes for U.S. Federal self service transactions so that they now use the Approval Framework.

There are no changes to the delivered approval flows for the affected self service transactions; we have simply changed the mechanism that controls the approval flow. With this new mechanism, it is now easier to modify and maintain approval flows. For example, all of the steps in approval workflow are defined using PeopleSoft pages rather than using PeopleCode, enabling functional users to design and maintain workflow without requiring technical developers to implement workflow rules.

Additionally, users now enjoy updated interfaces: all users can see graphical representations of approval flows, and administrators can use standard Approval Framework tools such as the approval monitor.

The following table lists the affected transactions and the PeopleSoft applications where users submit transactions for approval.

TRANSACTION	ENABLING APPLICATION
Name Change USF	PeopleSoft eProfile
Address Change USF	PeopleSoft eProfile
Marital Status Change USF	PeopleSoft eProfile
Full Time-Part Time Status Change USF	PeopleSoft eProfile Manager Desktop
Location Change USF	PeopleSoft eProfile Manager Desktop
Promote Employee USF	PeopleSoft eProfile Manager Desktop
Reassignment USF	PeopleSoft eProfile Manager Desktop
Reporting Change USF	PeopleSoft eProfile Manager Desktop
Retirement USF	PeopleSoft eProfile Manager Desktop
Separation USF	PeopleSoft eProfile Manager Desktop

### Bundle Delivery

Approval Processing for U.S. Federal Self Service Transactions was introduced in PeopleSoft HRMS 9.1 Bundle #3.

## Crystal Reports Now Available in XML Publisher (XMLP) Format

To offer our customers more robust and complete reporting solutions, Oracle's PeopleSoft Enterprise development teams are converting some of the existing Crystal reports into XML Publisher (XMLP) format.

Oracle provides a standalone Java-based reporting technology named Oracle Business Intelligence Publisher (BI Publisher) that streamlines report and form generation. XMLP uses select features from BI Publisher that have been integrated into PeopleTools. XML Publisher for PeopleSoft Enterprise provides native XMLP technology for PeopleSoft Query and Connected Query, as well as any PeopleSoft application.

XMLP separates the data extraction process from the report layout. XMLP provides the ability to design and create report layout templates with the more common desktop applications of Microsoft Word and Adobe Acrobat, and renders XML data based on those templates. With a single template, you can generate reports in many formats (PDF, RTF, Excel, HTML, and so on) and in many languages.

XMLP for PeopleSoft Enterprise provides an environment for the power business user to manage templates, data sources, reports, translations, content components, and to produce reports according to user-defined criteria. XMLP for PeopleSoft can also burst reports, such as annual wage statements for employees, electronically.

Converted reports include Human Resources Core and Federal as well as reports specific to Canada, France, Germany, and the United Kingdom.

### Bundle Delivery

The Crystal reports listed in the following table were converted to XMLP and introduced in PeopleSoft HRMS 9.1 Bundle #2.

REPORT ID	APPLICATION / DESCRIPTION
CARTRAIN	Human Resources / Career Plan Training Path
FGPER802	Human Resources (Federal) / Geographic Location
FGPER803	Human Resources (Federal) / Agency Table
FGPER804	Human Resources (Federal) / Sub-Agency
FGPER805	Human Resources (Federal) / Personnel Office ID Table
FGPER807	Human Resources (Federal) / Locality Pay Area Table
FGPER808	Human Resources (Federal) / Law Enforcement Officers Pay Area Table
FGPER810	Human Resources (Federal) / Award Type Table
FGPER811	Human Resources (Federal) / Handicap Table
FGPER812	Human Resources (Federal) / Legal Authority Table
FGPER813	Human Resources (Federal) / Nature of Action Table

REPORT ID	APPLICATION / DESCRIPTION
FGPER814	Human Resources (Federal) / NOA Authority 1
FGPER815	Human Resources (Federal) / Position Title Table
FGPER817	Human Resources (Federal) / Job Code USF
FGPER823	Human Resources (Federal) / Job Code Table
FP_PROM	Human Resources (France) / Promotable Employee Criteria
FPAEE_CA	Human Resources (France) / Employee Career/Action FPS
FPAEE_PO	Human Resources (France) / CS Position/Employee
GPFRASS	Global Payroll for France / ASSEDIC Certificate
GPFRLPR	Global Payroll for France / Last Payment Receipt
GPFRWC	Global Payroll for France / Work Certificate
GPNLBNK2	Global Payroll for The Netherlands / Payment List NLD
HRS820	Human Resources / Candidate Evaluations List
HRS821	Human Resources / Certificate of Eligibles
HRS816	Human Resources / Priority Placement Table
HRSHSFRA	Human Resources (France) / Single Hiring Statement
NIF2508	Human Resources (United Kingdom) / Report of an injury or dangerous occurrence
NIF2508A	Human Resources (United Kingdom) / Report of a case of disease
NVQ001	Human Resources / Managing National Vocational Qualifications
NVQ002	Human Resources / Unit Listing
NVQ003	Human Resources / NVQ Listing
NVQ004	Human Resources / Unit/Element Listing
NVQ006	Human Resources / Employee Unit Plan
OHS001GR	Human Resources (Germany) / Accident Report for the German Workforce
OHS001UK	Human Resources (United Kingdom) / Accident Report for the United Kingdom Workforce
OHS002	Human Resources / Reportable Accident/Illness
OHS002UK	Human Resources (United Kingdom) / Reportable Accident/Illness
OHS003	Human Resources / Incident Location Summary
OHS004	Human Resources / Illness
OHS004GR	Human Resources (United Kingdom) / Illness
OHS006	Human Resources / Grievance Summary
OHS010	Human Resources / Incident Summary
OHS011	Human Resources / Location Incident Summary
OHS012	Human Resources / Claim Summary Overview
OHS013	Human Resources / Employees In Incidents

REPORT ID	APPLICATION / DESCRIPTION
OHS014	Human Resources / Incident Lost Work / Incident Lost Work
OHS015	Human Resources / Incident Claim Detail
OHS016	Human Resources / Vehicle Incident Summary
PER006	Human Resources / Mailing Labels
PER701	Human Resources / Department Table
PER702	Human Resources / Installation Table
PER703	Human Resources / Course Table
PER704	Human Resources / License/Certificate Table
PER705	Human Resources / Location Table
PER706A	Human Resources / Salary Grade Table
PER707	Human Resources / Company Report – Generals Ledger
PER708	Human Resources / Country Table
PER709A	Human Resources / Job Code Table (US)
PER709B	Human Resources / Job Code Table (CAN)
PER709C	Human Resources / Job Code Table
PER710	Human Resources / Action Reason Table
PER711	Human Resources / Standard Letter
PER713	Human Resources / Currency Code Table
PER714	Human Resources / Currency Rate
PER716CN	Human Resources (Canada) / National Occupation Codes
PER717	Human Resources / Employee on Assignment
POS002	Human Resources / Active/Inactive Positions
POS007	Human Resources / Vacant Position
SOC001	Human Resources / Employee Survey
TRN002	Human Resources / Course Session Roster
TRN003	Human Resources / Course Waiting List
TRN004	Human Resources / Training Schedule
TRN005	Human Resources / Training Facility Schedule
TRN016	Human Resources / Target Course Certifications
TRN017	Human Resources / Course Rating
TRN019	Human Resources / Course Rating Templates
TRN020	Human Resources / Course History of an Employee
TRN023	Human Resources / Course Description
TRN024	Human Resources / Course Category
TRN025	Human Resources / Course Equipment
TRN026	Human Resources / Course Vendors

REPORT ID	APPLICATION / DESCRIPTION
TRN027	Human Resources / Prerequisite Courses
TRN028	Human Resources / Target Qualifications
TRN029	Human Resources (France) / Training Report 2483
TRN033	Human Resources / Training Instructor Schedule

The Crystal reports listed in the following table were converted to XMLP and introduced in PeopleSoft Global Payroll Update 2010-C.

REPORT ID	APPLICATION / DESCRIPTION
GPFRASS	Global Payroll for France / ASSEDIC Certificate
GPFRLPR	Global Payroll for France / Last Payment Receipt
GPFRWC	Global Payroll for France / Work Certificate
GPNLBNK2	Global Payroll for The Netherlands / Payment List NLD

### Effective-Dated Configurable Sections

In PeopleSoft Absence Management, effective-dated configurable sections for family leave enable you to add multiple rows to configurable sections so that you can update the sections with data for different effective dates and sequence numbers. The configurable sections are accessible from the Request Extended Absence page and the Extended Absence Request History page.

As an example, in the following page, the configurable section has been set up to obtain FMLA eligibility information for U.S.-based employees.

**Administer Extended Absence**

**FMLA Eligibility (FMLA Administrator)**

Use this Template form to enter Employee Extended Absence Request related information. In order to save your data entry updates, please navigate back to the Extended Absence Request page using the Return to Extended Absence Request link. Your Extended Absence Request must be saved in order for changes to go into effect.

Extended Absence Detail Information			
FMLA Eligibility (FMLA Administrator)			
Medical Certification			
The information in this section is to be completed by your FMLA Administrator and will not be shared with Management or any other party.			<input type="button" value="Add"/> <input type="button" value="Delete"/>
Date Change Will Take Effect:	<input type="text" value="09/13/2010"/>	<input type="button" value="Previous"/> <input type="button" value="Next"/>	Row 2 of 3
Sequence:	<input type="text" value="1"/>	Status:	<input type="text" value="Active"/>
Original Due Date:	<input type="text" value="09/20/2010"/>	Extended Due Date:	<input type="text" value="09/21/2010"/>
Incomplete Received Date:	<input type="text" value="09/20/2010"/>	Complete Received Date:	<input type="text" value="09/21/2010"/>
Certification Completed:	<input type="text"/>	Chronic Condition:	<input type="text"/>
Frequency:	<input type="text"/>	Duration:	<input type="text"/>
Miscellaneous:	<input type="text"/>	Physician Name:	<input type="text"/>
Certification Date From:	<input type="text" value="09/16/2010"/>	Certification Date To:	<input type="text" value="09/16/2010"/>
Validated on 09/16/2010			
Comments			

Extended absence template form (configured as FMLA Eligibility page)

**Bundle Delivery**

Effective-dated configurable section was introduced in the PeopleSoft GP 9.1 Update 2010-F bundle.

**For More Information**

To find more documentation on the new features delivered in this Feature Pack, visit the [PeopleSoft Human Capital Management 9.1 Documentation Home Page](#) on My Oracle Support (password required) for links to that documentation.



PeopleSoft HRMS 9.1 December 2010 Feature  
Pack Overview  
December 2010

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