Integration Concepts for JD Edwards EnterpriseOne Human Resources and Oracle Taleo Business Edition Recruiting Cloud Service
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Executive Overview


Introduction

This document is intended to provide guidance for customers, partners, and integrators who are planning to develop an integration between JD Edwards EnterpriseOne HR and Oracle Taleo Business Edition Recruiting Cloud Service. It reviews an integration model and provides reference material for how JDE EnterpriseOne and Oracle Taleo Business Edition Recruiting Cloud Service could be interfaced. This document also highlights the JD Edwards business interface components that could be used as part of an integration design.

Customers can incorporate the concepts and methodologies illustrated here as part of their own efforts to identify the requirements and scope of effort that may be entailed in an integration project.

Defining an Integration Approach

Integration needs vary from customer to customer based on many inter-related factors, including product features being used, business processes in place, and specific data integration needs. Specific requirements for the directional flow of data and desired frequency of data updates also influence the methodology and technical approach. All of these factors need to be evaluated in order to establish the requirements essential to an effective integrated solution for your business.

This document does not cover all integration options that may be available, and customers can find additional relevant information for integrating with Oracle TBE Recruiting Cloud Service from Oracle or partner documentation and resources. Additional integration options may include Oracle TBE Recruiting Cloud Service APIs, integration tools, packaged integration services, and other Oracle service options.

Identifying Data Integration Touch Points

Depending on the application features being used and the required business processes, customers may have different needs for the exchange of data between systems. Some common data transfer needs include organizational, financial, candidate, employee, requisition, or onboarding data. The model outlined here illustrates common data integration touch points between JD Edwards EnterpriseOne Human Resources (Figure 1) and Oracle TBE Recruiting Cloud Service (Figure 2), based on Oracle’s experience with customers as well as industry standard best practices.
Determining the Integration Methodology

Customers may employ various approaches and methodologies to facilitate data integration, depending on their specific needs. This document illustrates an integration model employing open standards-based concepts as well as JD Edwards EnterpriseOne Human Resources or Oracle TBE Recruiting Cloud Service Cloud Service applications or utilities that could be leveraged.

To facilitate integrations, JD Edwards EnterpriseOne provides stand-alone business interface components for synchronizing data between EnterpriseOne and external systems. The *JD Edwards EnterpriseOne Applications Business Interfaces Implementation Guide* describes the business interfaces that are available, including the Human Capital Management business interfaces referenced within this document.

For additional information about JD Edwards business interfaces, see the *JD Edwards EnterpriseOne Applications Business Interface Implementation Guide*. You can access this guide on the Cross-Product tab of the JD Edwards EnterpriseOne Applications Documentation Library, located at: [http://docs.oracle.com/cd/E16582_01/index.htm](http://docs.oracle.com/cd/E16582_01/index.htm).

**Figure 1** - JD Edwards EnterpriseOne Human Resources

![JD Edwards EnterpriseOne Human Resources](image)

**Figure 2** - Oracle Taleo Business Edition

![Oracle Taleo Business Edition](image)

**JD Edwards Business Interface Web Services**

JD Edwards EnterpriseOne has several web services that are focused on HCM data and that support customer integration needs. Web services that are relevant to these integration concepts include:

- **getRequisition**. The getRequisition web service operation is a database query operation that enables consumers to obtain requisition data from the JD Edwards EnterpriseOne system.
- **processEmployee**. The processEmployee web service operation is an inbound transaction operation that enables consumers to process employee information and insert employee details into the Employee Master table (F060116).
- **ProcessPendingEmployee**. The processPendingEmployee web service operation is an inbound operation that enables consumers to insert employee details into the Unedited Quick Hire Transaction table (F060116Z).
Requisition-to-Hire Operational Efficiency

Organizations can achieve operational efficiency in the hiring process by leveraging a streamlined, integrated design that spans the entire process from initial requisitioning through to hiring and onboarding. Through an integrated requisition-to-hire business process that spans JD Edwards EnterpriseOne Human Resources and Oracle TBE Recruiting Cloud Service, organizations can gain efficiency, resulting in reduced cost per hire, increased hire quality, and an improved experience for all stakeholders.

JD Edwards EnterpriseOne Human Resources

In this business process model, JD Edwards EnterpriseOne Human Resources is the system of record for managing the following Human Resource functions:

» Creation, review, and approval of requisitions
» Ongoing management of requisitions
» Hiring of candidates as employees
» Initiation of employee onboarding activities
» Update of requisition activity as candidates are hired and jobs are filled

Oracle TBE Recruiting Cloud Service

In this business process model, Oracle TBE Recruiting Cloud Service supports all recruiting activity, including

» Ongoing management of requisitions and job postings
» Sourcing of applicants
» Reviewing and assessing applications
» Identify, qualifying and ranking applicants
» Coordinating interviews, gathering feedback, and assessing candidates
» Facilitating offers and other communications between hiring managers and candidates
» Updating requisitions and candidates as appropriate as candidates are hired and jobs are filled

Unified Requisition-to-Hire Business Processing

Figure 3 illustrates the Requisition-to-Hire business process between JD Edwards EnterpriseOne Human Resources and Oracle TBE Recruiting Cloud Service. Requisitions created in JD Edwards EnterpriseOne HR are transferred to Oracle TBE Recruiting Cloud Service to initiate the hiring process. Subsequently, candidates hired in Oracle TBE Recruiting Cloud Service are sent to JD Edwards EnterpriseOne for hiring and onboarding.

The JD Edwards EnterpriseOne business interface web services noted above support both process flows, supporting the ability to:

» Extract requisitions from JD Edwards EnterpriseOne for consumption by Oracle TBE Recruiting Cloud Service
» Import employee information into JD Edwards EnterpriseOne sourced from Oracle TBE Recruiting Cloud Service
Integration Touch Points

Requisitions

When integrating requisition data from JD Edwards EnterpriseOne Human Resources into Oracle TBE Recruiting Cloud Service,

» Data is sourced from the JD Edwards EnterpriseOne Requisition Information table
» The JD Edwards business interface web service getRequisition can be used to request requisition data
» getRequisition is invoked by Oracle TBE Recruiting Cloud Service to request the requisition data from JD Edwards Enterprise One.
Candidates

When integrating candidate data from Oracle TBE Recruiting Cloud Service into JD Edwards EnterpriseOne,

» Data is sourced from the Candidate or Employee entity. Additional data would be sourced from the Requisition entity based on the relationship between the requisition and the candidate (Figure 5).

» The JD Edwards business interface web service processEmployee or processPendingEmployee can be used to send employee data

» processEmployee or processPendingEmployee is invoked by Oracle TBE Recruiting Cloud Service to add the employee data to JD Edwards Enterprise One

Integrating JD Edwards EnterpriseOne Requisition Data

Requisitions are created to begin the process of filling one or more vacancies within an organization. After a requisition is created, it is typically subject to approval before the recruiting process can begin. If you have enabled the workflow process for requisition approvals, the system automatically updates the status of a requisition when approval is received.

By initiating requisitions in JD Edwards EnterpriseOne, customers can leverage the HR personnel who are responsible for creating, reviewing, and approving requisitions and that would perform those functions in JD Edwards EnterpriseOne.

Requesting JD Edwards Requisition Data

Steps to support the request of requisition data include
Create requisitions through the Human Resources Requisition Information application (P08102).

Complete requisition review and approval processes.

A SOAP-based web service client, built in-house or by Oracle TBE Consulting Services or other integration partner, will invoke the getRequisition web service operation which will return the requisition data based on the search criteria used to invoke the web service.

Requisitions will be created or updated in Oracle TBE Recruiting Cloud Service using that systems APIs or other integration services, based on the data fetched from EnterpriseOne for each requisition.

Integrating Oracle TBE Recruiting Cloud Service Candidate Data

Oracle TBE Recruiting Cloud Service simplifies the recruiting process for recruiters, candidates, and hiring managers with automated processes and mobile-friendly applications for sourcing, recruiting, developing and retaining top talent. Oracle TBE Recruiting Cloud Service provides the front line for sourcing incoming talent, recruiting top candidates, and in an integrated model, handing off hired candidates to JD Edwards EnterpriseOne.

Transferring a Hired Candidate to JD Edwards EnterpriseOne

Steps to support transferring a hired candidate to an employee in JD Edwards include

When a candidate reaches a hired status, flag the candidate as hired. A candidate with a hired status is “ready for transfer” to JD Edwards EnterpriseOne.

A SOAP-based web service client, built in-house or by Oracle TBE Consulting Services or other integration partner, will invoke the processEmployee web service operation which will insert an employee record in the Employee Master table in JD Edwards EnterpriseOne.

This method updates employee information directly to the Employee Master table; therefore, the data set must provide the minimum data values to create an employee record in EnterpriseOne.

Transferring Multiple Candidates to JD Edwards EnterpriseOne

Steps to support transferring multiple hired candidates to an employee in JD Edwards include

When candidates reached a hired status, flag the candidates as hired. Candidates with a hired status are “ready for transfer” to JD Edwards EnterpriseOne.

A SOAP-based web service client, built in-house or by Oracle TBE Consulting Services or other integration partner, will invoke the processPendingEmployee web service operation which will insert employee records to the Unedited Quick Hire table in JD Edwards EnterpriseOne.

The advantage of creating employee records through Employee Quick Hire include 1) the ability to transfer multiple records at a time, and 2) Employee Quick Hire functionality that allows you to review and complete employee records before committing them to the Employee Master table.

EnterpriseOne Employee Quick Hire

JD Edwards EnterpriseOne Employee Quick Hire is a set of applications for quick entry of employee data for groups of employees. Employee Quick Hire allows you to enter or import information for new employees, rehires, or applicants. Employee Quick Hire includes the following applications (Figure 6):

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Employee Quick Hire setup allows you to update data directly to the employee master or to the pending employee worktable, to default additional information to employee records, and to initiate onboarding tasks. In addition, if new employee records contain requisition information, Requisition Activity can be updated. Before using Employee Quick Hire to import candidates, complete the following setup tasks:

» Set the processing options for Employee Quick Hire (P060116Q) on the Defaults, Actions, and Versions tabs.

» It is recommended that the Update Master Files option on the Action tab is set to 0 – Update Pending Employee Worktable (F060116Z).

» Set the Defaults on the Form menu on the Employee Quick Hire form to specify any default values that apply to all candidates.

» Set the processing options for the Employee Setup Workbench to configure the new hire setup Workflow process.

Adding Employees to the Unedited Quick Hire Transaction Table

Employees can be imported to the Unedited Quick Hire Transaction Table through Employee Quick Hire. Alternatively, data can be loaded directly into the Unedited Quick Hire Transaction table through some other method. To import data through Employee Quick Hire:

» Access Employee Quick Hire and select the Import Grid Data icon.

» Follow the Import Assistant steps to locate, upload, and import the extract file.

» When the file has been imported, update or complete any necessary or required fields needed to complete the employee record.

Default Values

Employee Quick Hire will default certain field values to employee records based on processing option setup as well as standard system functionality. Therefore, only specific mandatory values are required for entry, and Employee Quick Hire derives other necessary values from your existing implementation. For example,
Based on the employee’s Job Type and Job Step, the system defaults values such as Pay Frequency, Pay Class, and EEO Job from the Job Information table.

Based on the Home Business Unit, the system derives the Home Company.

Based on Home Company, the system derives the Country of Employment.

Any additional values that are not imported or defaulted will need to be entered either in Employee Quick Hire or through Employee Work File Revisions.

Processing Pending Employees

Once candidates have been added to the Unedited Quick Hire Transaction Table, you can continue to update pending employee information and then, when ready, process pending employees. The Process Pending Employees report (R060116P) updates pending employees to the Employee Master Information (F060116) and the Address Book Master (F0101) tables. To process pending employees, complete the following steps:

» Use Employee Workfile Revisions to further revise pending employee data.

» Run the Process Pending Employees Report with the Update Master Files processing option set to 0 (do not update).

» Review the R060116P for any errors or incomplete employee information.

» Correct any errors or incomplete information through Employee Workfile Revisions.

» When all errors have been corrected, run the Process Pending Employees Report with the Update Master Files processing option set to 1 (update).

Updating Requisition Activity

When you set the Process Pending Employees Report processing option for Update Master Files to 1 (update), the report can also update Requisition Activity. If you want the system to automatically update Requisition Activity, include the Requisition Number and the Candidate Requisition Status in the pending employee data. Candidate requisition status codes that have a special handling code of either FIL or TMP update the Filled Headcount field. However, only those status codes that have special handling codes of FIL can cause the system to change the requisition status to Filled and Closed.

For complete information about Employee Quick Hire, refer to the JD Edwards EnterpriseOne Human Capital Management Foundation Guide.

Additional Considerations

Rehires

When processing rehired employees, the processEmployee service has to be invoked by passing required value for the rehire parameter of the service.

Onboarding

For organizations that also use Oracle Cloud Onboarding, candidates are first hired to an employee status in Oracle TBE Recruiting Cloud Service in order to perform onboarding. In this scenario, the integration touch points differ in that person data for export to JD Edwards EnterpriseOne would be sourced from the Recruiting employee entity rather than the candidate entity.

Other Oracle Technology

Depending on your Oracle recruiting solution, there may be additional Oracle technology or services that you can take advantage of and that would support your integration requirements. Contact your account representative for more information.
Conclusion

Oracle TBE Recruiting Cloud Service complements Oracle’s JD Edwards EnterpriseOne Human Capital Management with an industry-leading solution for sourcing, assessing, hiring, and onboarding talent. By leveraging JD Edwards EnterpriseOne Human Resources with Oracle TBE Recruiting Cloud Service in an integrated model, customers can achieve a complete, closed-loop requisition-to-hire process, reduce costs, and streamline the IT environment. Various factors, such as software application features in use, specific data setup and integration needs, and technical methodology preferences all influence each customer’s unique integration requirements. Given those variations, this white paper illustrates best-practice concepts in a model that can be leveraged as a guideline for any customer undertaking an integration project.
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