



Oracle EBS Payroll to Cloud HCM Integration

Datasheet

Today, as more customers make a move towards utilizing more and more Cloud based applications, some will still have a large investment in their own on-premise applications and will be reluctant to change these as they are working and delivering business value.

Oracle EBS Payroll is a classic example especially because lots of countries don't have localized Cloud Payroll and different customers across the region would prefer to treat their payroll information as confidential information thus they are reluctant to moving this information to Oracle Cloud. In addition, Oracle roadmap for the Cloud Payroll localization for different countries within the region is not definite which makes the mentioned integration of major importance to customers across the region.

The target customer for this solution is all current or new customers would like to utilize the comprehensive HCM functionality on Oracle Cloud like the simplified UI, Social, Mobile and Online Analytics; however either having a significant investment in EBS payroll or would like to implement Oracle EBS payroll as part of their bigger initiatives for a complete Human Resources Management Solution.

Using Oracle Standard Integration Tools

We have developed the integration framework while utilizing Oracle Standard Integration tools and architecture framework using HCM Data Loader & HCM Extract tools provided by Oracle to support different customers' integration needs. It will enable you to extract and transfer employee data along with the necessary set up data from the HCM Cloud and intelligently synchronize the selected business object data between the Oracle EBS application and the HCM Cloud

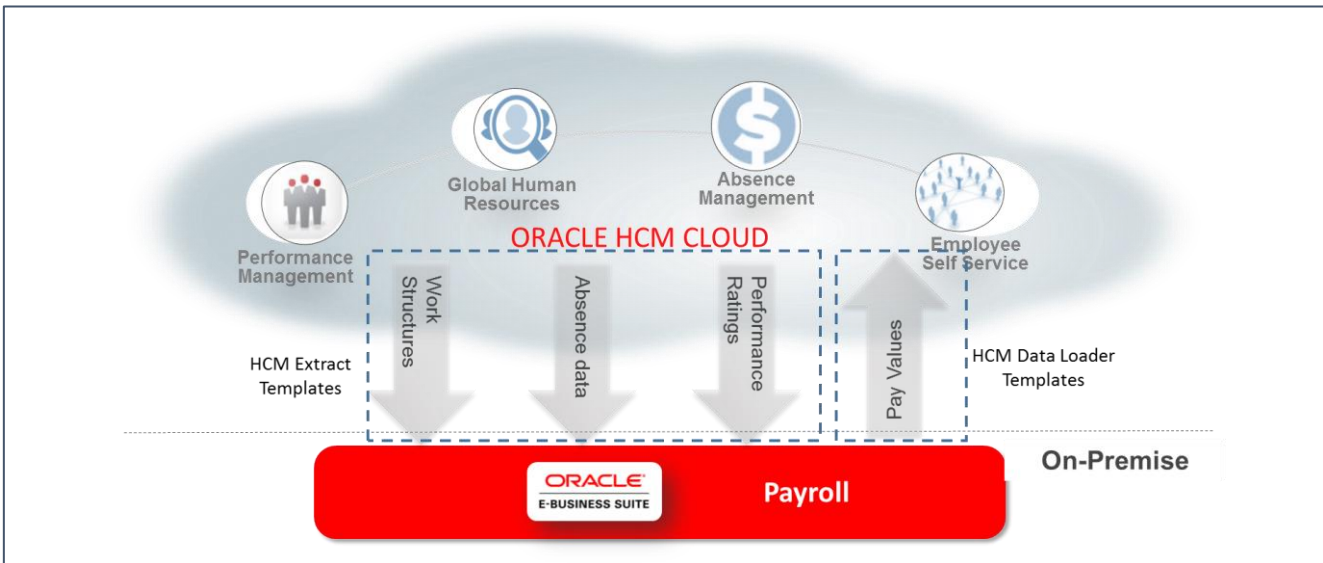


Figure 1 - EBS to Cloud Integration Architecture

Prebuilt Templates and Scripts

As part of the solution implementation, we provide prebuilt extraction templates from both EBS & HCM Cloud and during implementation we configure and personalize those templates to insure all data synchronization specific requirements are implemented. We also provide detailed training for how to modify/update those templates for any future requirements. Our templates covers both initial loads or incremental changes for master/transactional data like work structures and monthly payroll values.

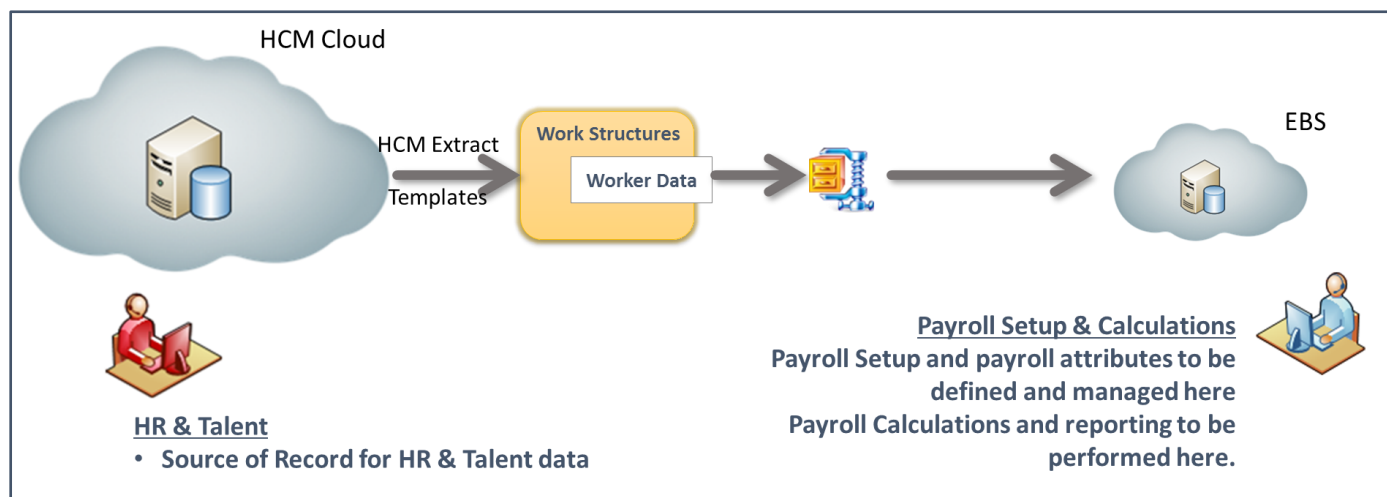


Figure 2 – Sample HCM Extract Scenario

Scope

The integration covers different business objects as listed below, it is part of our implementation to select, configure and activate the right business objects with either initial or incremental updates along with providing different scheduling scenarios based on the customer requirements. In addition, to the below objects, we are always working on adding more business objects to enrich the integration thus we can add more objects based on customer requirements.

Work Structures	Employee Data	Salary Data
<ul style="list-style-type: none"> • Business Units • Locations • Job Families • Jobs • Grades • Grade Rates • Positions • Departments 	<ul style="list-style-type: none"> • Person Information • Work Relationships • Absence Plan • Absence Details • Latest Performance Rating 	<ul style="list-style-type: none"> • Salary Basis • Net Salary • Salary Elements Details

Figure 3 – Integration Business Objects

Implementation Delivery Approach

We have developed a detailed implementation approach for the integration, it consists of three main milestones as shown below. Upon contacting our team, we do a pre-qualification for the requirements to understand the current customer state, expected business objects to be included and current EBS Environment. Once finalized and upon contracting we start the below delivery activities.

	Trial 1 - FTP Test (EBS Test/ Staging Environment)	Trial 2 - FTP Test (EBS Test/ Staging Environment)	Production (EBS Production/ Cloud Production)
Pre-Deployment	<ul style="list-style-type: none"> • Verify EBS Application data. • Verify Fusion HCM Configuration. • Assessment of data volume, configuration etc. • Prepare mapping 	Repeat Trial 1 Steps	Quick review of Trial 2
Crystal Integration Solution Deployment	<ul style="list-style-type: none"> • Configure the code. • Deploy the code on EBS, Fusion & FTP environment. • Extract Data From Fusion • Load Data in EBS • Extract Data from EBS • Load Data in Fusion 	Repeat Trial 1 Steps after code fixes and issue resolution	Deploy Solution
Post-Deployment	<ul style="list-style-type: none"> • Reconcile data. • Testing • Fix issues if any. • Modify Solution if required. 	Reconcile Data and Testing	Reconcile, Test and Go-Live. Post Production Support.

Figure 4 - Delivery Approach

Why Crystal

We are specialized in Oracle HCM solutions implementation whether Cloud, On-Premise, Hybrid with required integrations even with other vendor solutions. We have developed this integration architecture and delivery approach based on detailed customer requirements during several successful implementation thus it is the result of actual requirements and actual delivery to customers. It is considered a key component of our solution offerings thus we are always incorporating new business objects/ new requirements received from customers to insure that it completely covers all business needs.

Contact Us

For more information concerning our service offerings for Oracle EBS Payroll to Cloud HCM Integration, send us a mail on bd@Crystal-Consulting-Services.com or call us on [+ \(202\) 25647279](tel:+120225647279) to speak to our team. For additional information on other solutions we provide please visit our website: www.crystal-consulting-services.com. We will be more than happy to answer all your concerns and schedule a detailed session to show our solution offering.

