

Epicenter

Flexible Interface Tool for Oracle HCM Cloud

ORACLE

HCM Cloud

aimed at Oracle HCM Cloud
customers with integration
requirements

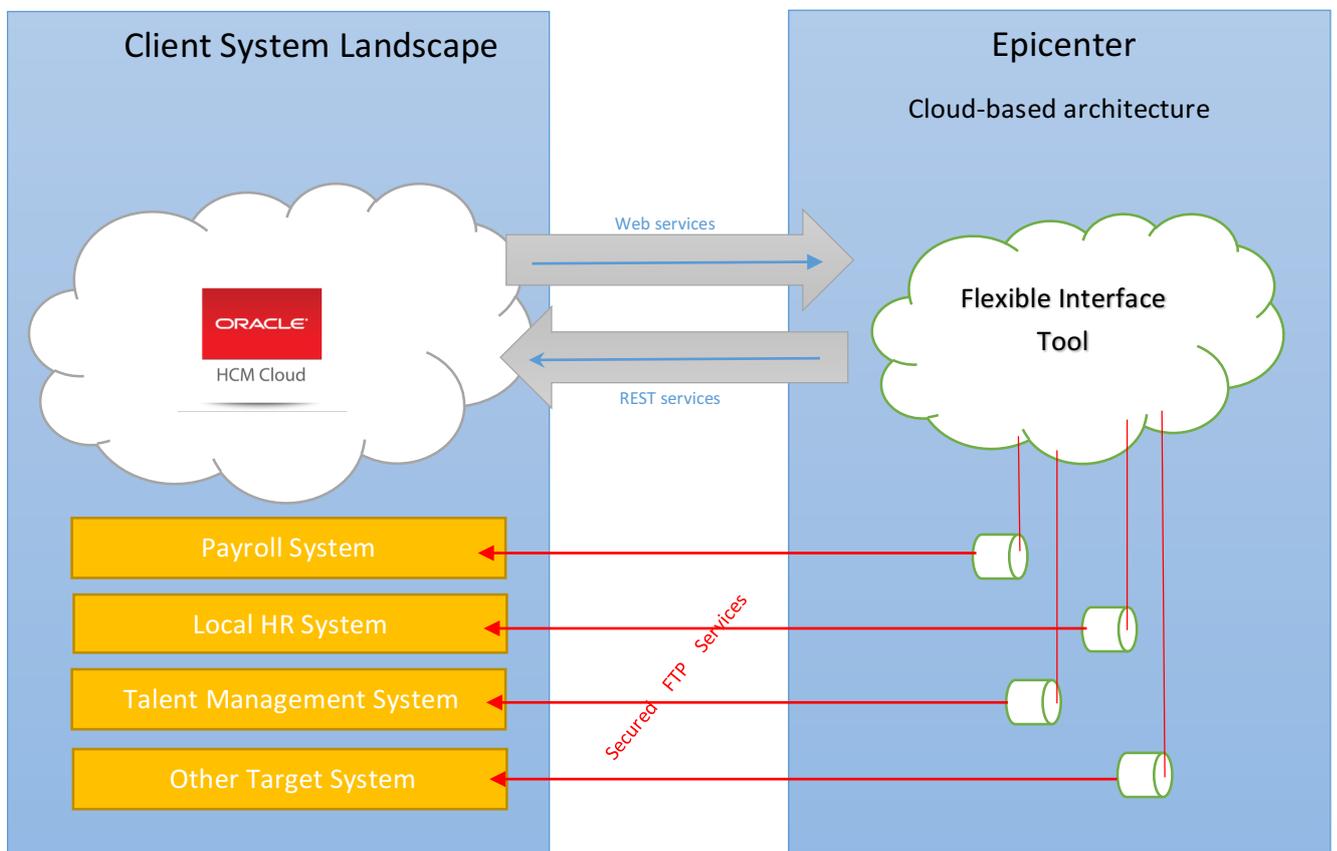
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Integration made possible

In a nutshell

The Flexible Interface Tool is specifically developed to support organizations whom face integration challenges from Oracle HCM Cloud to any target system such as payroll systems, learning or recruiting applications, corporate directories and other Enterprise Resource Planning systems.

The fundamental components on which the Flexible Interface Tool is built allow for unsurpassed flexibility and ease of configuration of your desired interfaces. Residing on a single or multitenant Cloud architecture, or even on premise, the tool can be perceived as a modular extension of the Oracle HCM Cloud application suite.

The Flexible Interface Tool is an advanced integration solution in the Oracle HCM Cloud market, and offers significant savings on your Cloud investment by enabling bespoke data interchange between Oracle HCM Cloud and third party systems through file-based interfacing and web services.



Business value

There are numerous cost savings to be realized when leveraging the Flexible Interface Tool for your Oracle HCM Cloud integration needs. These savings are as a result of the *differential advantage* the tool provides which sets it apart from other products in the market. **Here's why.....**

The flexible interface tool is built with the latest Oracle tools, forming a robust yet flexible interface framework which is the foundation for deploying scalable, flexible and re-usable interfaces.

There are two types of interface implementation approaches on offer with the Flexible Interface Tool: *pre-configured interfaces* and *to-be configured* interfaces.

Pre-configured interfaces

By far the quickest and most cost effective interface deployment on the market today is the *pre-configured* interface. *Pre-configured* interfaces are existing operational interfaces currently supported within the Flexible Interface Tool, enabling you to 'plug in' with minimal effort. Why? Because up to 90% of the overall configuration settings of a *pre-configured* interface are reusable, where a mere 10% remains to be aligned with your specific HCM Cloud setup.

Just think about it, the opportunity to leverage a *proven* fully configured interface solution eliminates the majority of the effort typically spent on establishing any type of interface. Data mapping & conversion as well as defining standard country specific rules are prime examples of redundant tasks when leveraging a *pre-configured* interface.

Snapshot of the pre-configured interface library

System Provider	System	Location	Category
	RPD	Netherlands	HR/Payroll
	Perman/Multipay	Netherlands	HR/Payroll
	Freeler	UK	HR/Payroll
	Cegedim SRH	Switzerland	HR/Payroll
	Alesco	Australia New Zealand Indonesia Malaysia Singapore	HR/Payroll
	FutherEdge	Philippines	HR/Payroll
	Smartman	Taiwan	HR/Payroll
	Ofiplan	Peru	HR/Payroll
	lLearning Plus	EMEA, the Americas and Asia	Learning Management System

To be configured interface

A new interface, another challenge! An Interface Configuration Specification workbook is available to gather all interface requirements and acts as an excellent guide in facilitating requirement gathering workshops. Once all requirements are collected and documented, the interface is ready to be setup using the wide range of configuration options the tool has on offer. An estimated 90% of all interface requirements are manageable in the available configuration options.

90% isn't 100%

Specific requirements which are not supported by the configuration options are managed through a special process component which extends the functionality as needed. This way, unique and rare business rules are supported, residing within the same architecture of the tool.

Tool Characteristics

So what is it that forms the basis of the competitive advantage of the tool in the market today? In a nutshell, it's the core interface engine which allows for Oracle HCM Cloud to interface with any number of systems through a single connection.

New Release Oracle HCM Cloud?

The tool is designed to endure minimal impact on your interface production runs upon the deployment of new releases, no matter how many changes a release pack comes with, compatibility is guaranteed.

All common file types supported

The tool supports Comma Separated File, Tab Separated file, fixed file format, logical files, XML Including headers and footers and multiple record types or data groups.

Complex data corrections

It's happened to all of us...you find yourself in a situation where you might need to correct a number of retro-active or future dated changes to Oracle HCM Cloud and your immediate concern is: how will these corrections impact my interface(s) and finally the target system(s)? You will be happy to learn that the Flexible Interface Tool handles all varieties of complex data correction processing, and ensures data integrity is maintained from end to end.

Global Coverage

The Flexible Interface Tool has successfully deployed interfaces across the globe, supporting numerous translations and over 200 character sets.

Export types

It is common when interfacing to target systems, these require to receive changes only. For instance changes at field level, record level or at the employee level. These export types are supported at every level or in a combination of these levels. Full exports are supported as well.

Automated processing and flexible frequency

A Run Calendar definition screen is available which gives you the option to automate your run period parameters, or even define a freeze period for the interface. With help of the built-in Process Scheduler you can run your interface fully automatic per the frequency you require: monthly, weekly, daily or several times a day. You can even differentiate between a final run and a trial run.

Interface population selection made easy

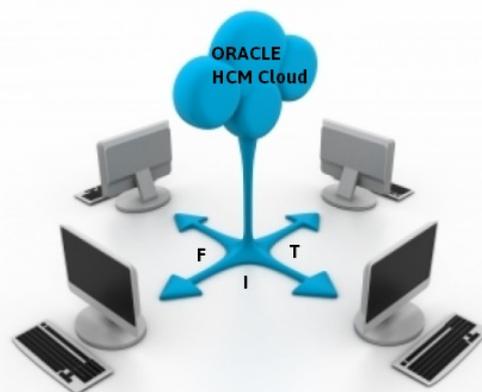
The population selection of the interface is any combination of Legal Entities (companies), Employee Type (employed, contractors, other contingent workers) or Pay Group (Payroll ID). For any combination you can output a separate file if necessary.

Multiple ways to handle the person number in HCM Cloud to the local ID

Key reference ID's such as Local ID's can be entered manually, or auto generated (various auto generations settings available). In turn new reference ID's can be uploaded via a delivered web service to HCM Cloud (in the field worker number) for reference purposes.

Licensing and support

The Flexible Interface Tool comes with a pay per use license agreement which is based on the number of interfaces in use in combination with the population covered per interface. The License agreement incorporates a range of services, including a fully hosted solution with access to multiple environments, complimentary access to new releases and guaranteed compatibility with the latest versions of Oracle HCM Cloud.



Please contact us for more information

Product demonstrations are available upon request.

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