

Oracle ME HCM Fusion Cloud Connections

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Introduction

HCM Connections

- Use of connections to search for colleagues across functions and departments and find information about them.
- The application enables you to build work relationships, engage, and collaborate better with your coworkers.

HCM Connections you can Perform

- Search and find coworkers quickly, Browse and filter search results easily using Oracle Search.
- View a coworker's profile for information like work location and time zone to schedule meetings.
- Add information about yourself in your profile for your coworkers to know and collaborate better with you.
- Use Favourites to mark people that you interact with often, or to build a network of people to help achieve your career objectives.

HCM Connections you can Perform

- See people's assignments, interests, and expertise to discover what you have in common with them. If a person has multiple assignments, you'll see multiple search results and view the assignment details in their profile.
- View a coworker's organization chart to understand their role and how they relate within their organization structure.
- Provide feedback to your coworkers and view feedback given to them by others depending on your role.

Implementation

Below steps can be followed to Implement HCM Connection:

Ensure that the Workforce deployment offering is enable to view the profile options for connections.

Step 1: Profile Options for Connections.

- Navigate to Set up and maintenance > search for task > Manage Administrator Profile Values.

Profile Option Code	Profile display Name	Profile Level	Profile Value
HCM_RESPONSIVE_PAGES_ENABLED	Mobile-Responsive HCM Pages Enabled	Site	Y
HCM_CONNECTIONS_ENABLED	HCM_CONNECTIONS_ENABLED	Site	Y

Implementation

Step 2: Configure Oracle Search

- Navigate to Setup and Maintenance -> Global Search -> Manage Administrator Profile Values.

Profile Option code	Profile Display Name	Profile Level	Profile Value
ORA_FND_SEARCH_EXT_ENABLED	Enable/Disable Search Ext Framework	Site	Yes
HRC_ELASTIC_SEARCH_ENABLED	HRC: Enable Elastic Search	Site	Y

- Run the initial data ingestion process Scheduled process “ESS job to create index definition and perform initial ingest to OSCS” after each release version upgrade and each P2T Process.

Implementation

Step 3: Profile Options Considerations for Connections search

- These profile options might impact the connections search and review these profile settings before you set up connections.

Profile Option Name	Default value
PER_WORKER_SEARCHES_PERSON_NUMBER_SEARCH_ENABLED	N
PER_PERSON_INDEX_FUZZY_SEARCH_ENABLED	Y
PER_WORKER_SEARCHES_LEADING_EMAIL_SEARCH_ENABLED	Y
PER_WORKER_SEARCHES_LEADING_EMAIL_LOCAL_PART_SEARCH_ENABLED	Y

Implementation

Step 4: Roles Required for Connections

- To use connections, you need a custom employee or contingent role:
 1. Abstract Roles
 - `ORA_PER_CONTINGENT_WORKER_ABSTRACT`
 - `ORA_PER_EMPLOYEE_ABSTRACT`
 2. Privileges
 - HCM Connections REST Services privilege
 - `ORA_HRT_REST_SERVICE_ACCESS_TALENT_PERSON_PROFILES`
 - `ORA_HRT_ACCESS_SKILLS_CENTER_PRIV`
 3. Duty roles
 - `ORA_HRC_HUMAN_CAPITAL_MANAGEMENT_INTEGRATION_SPECIALIST_JOB`
 - `ORA_PER_CONNECTIONS_DUTY`

The above privilege and duty roles are included in abstract roles, by default.

Implementation

- To Manage Scheduled Job Definition:
 1. Job Roles
 - `ORA_FND_APPLICATION_ADMINISTRATOR_JOB`
 - `ORA_FND_APPLICATION_DEVELOPER_JOB`
 2. Privilege
 - `FND_MANAGE_SCHEDULED_JOB_DEFINITION_PRIV`

The Above Privileges for running the Oracle Search initial data ingestion process and These Job Roles are available, by default.

Use Case – Employee

- ❑ On the Connections page, use a person's name or email to search through a quick action in the Me tab.
- ❑ Autosuggested results appear as you type and if the person is not in the suggested list, press Enter to view more results.
- ❑ Primary Search based on the person's name; Secondary search uses additional person-related fields.
- ❑ Click Advanced Search to refine results, which include Country, City, Tags, Title, Location, Job, Department, Position.
- ❑ After pressing Enter, initial matching results appear and to show All Employees for more results.
- ❑ From a profile, you can **search for other people** without returning to the main Connections page.
- ❑ Under What Others Think, click on "Provide Feedback" or click on (+) beside of What Others Think.

Use Case – Employee

- ❑ Your Connections profile includes information about yourself in different sections. Some information is initially available, and you can add more details about yourself. Here's what your profile includes and the details you can add to it.
 1. Header
 2. Organization
 3. About Me
 4. Favorites
 5. Skills and Development
 6. Experience
 7. Links
 8. What Others Think
- ❑ All information displayed on the profile is considered public information, except for the What Others Think section, which is displayed based on the visibility option the feedback provider has selected.

Demo

Q&A

Thanks!

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