



TECHNICAL &
SYSTEM ADMIN

Decision is Made: Going to HCM Cloud

Now, What's the Best Strategy for Data Conversion?

2017
OHUG GLOBAL
CONFERENCE

NAVIGATE
YOUR PATH
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ABOUT THE PRESENTER

- Oracle ACE Director Specialty Applications
- More than 15 years Oracle Applications Experience
- Head of IT at IT Convergence since 2006
- Co-Author "Oracle E-Business Suite Financials Handbook 3rd Edition"
- Technical Editor "Oracle Fusion Applications Development and Extensibility Handbook"
- President Argentina Oracle User Group (AROUG)
- President Latin America Oracle User Community (LAOUC)







ABOUT THE PRESENTER

- IT Convergence Human Capital Management Cloud Practice Manager
- PM on more than 15 Oracle E-Business Suite HRMS Implementations
- PM on more than 5 Oracle Cloud HCM Implementations

ABOUT IT CONVERGENCE

TRANSFORM CHALLENGES INTO ASSETS
MULTIPLE COUNTRIES AND LANGUAGES
DIVERSE SOLUTIONS AND INDUSTRIES
PROGRAM AND PROJECT MANAGEMENT
UPGRADES, IMPLEMENTATIONS AND ASSESSMENTS
DEVELOPMENTS TRANSFORMATION (REMEDIATION)
SUPPORT AND HOSTING SERVICES



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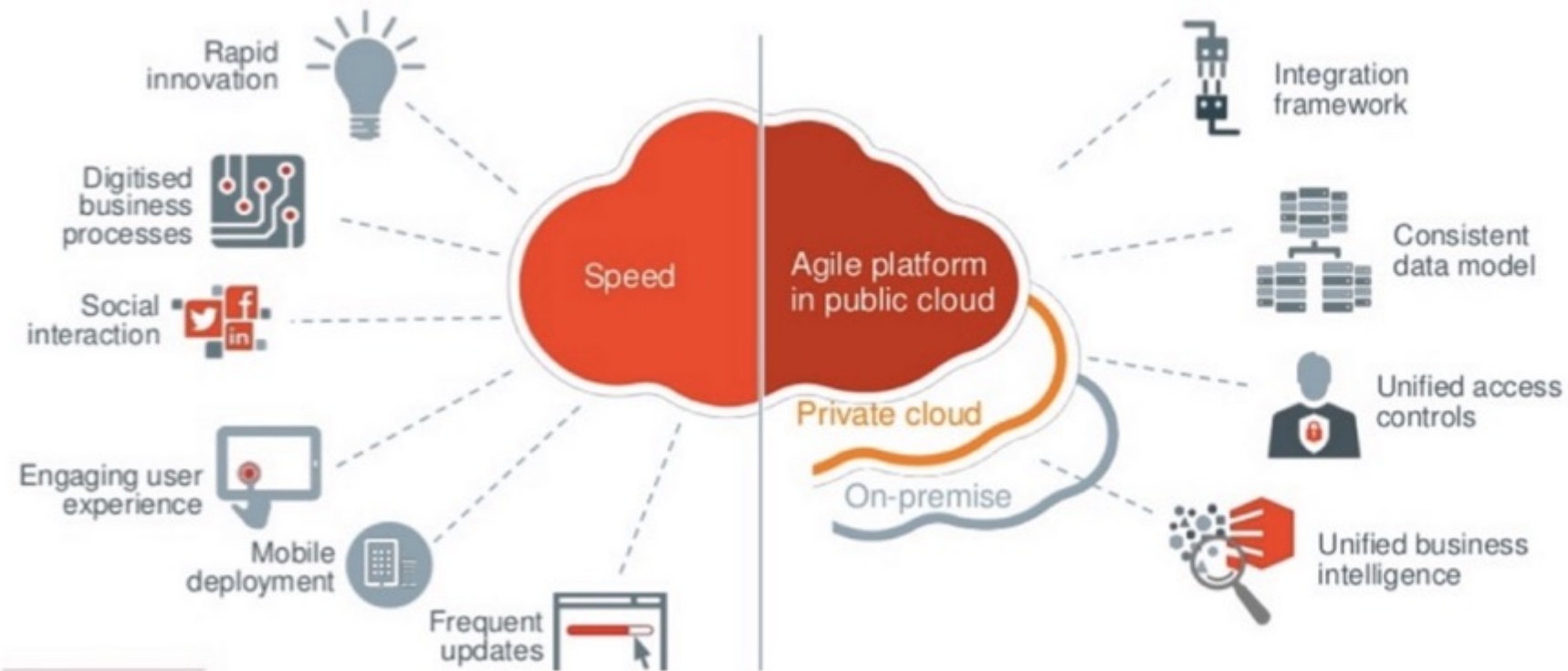


"MANY ENTERPRISE SOFTWARE CUSTOMERS,
AS THEY REACH THEIR NEXT MAJOR
SOFTWARE UPGRADE DECISIONS, WILL BE
OFFERED SAAS AS THE PREFERRED OPTION."

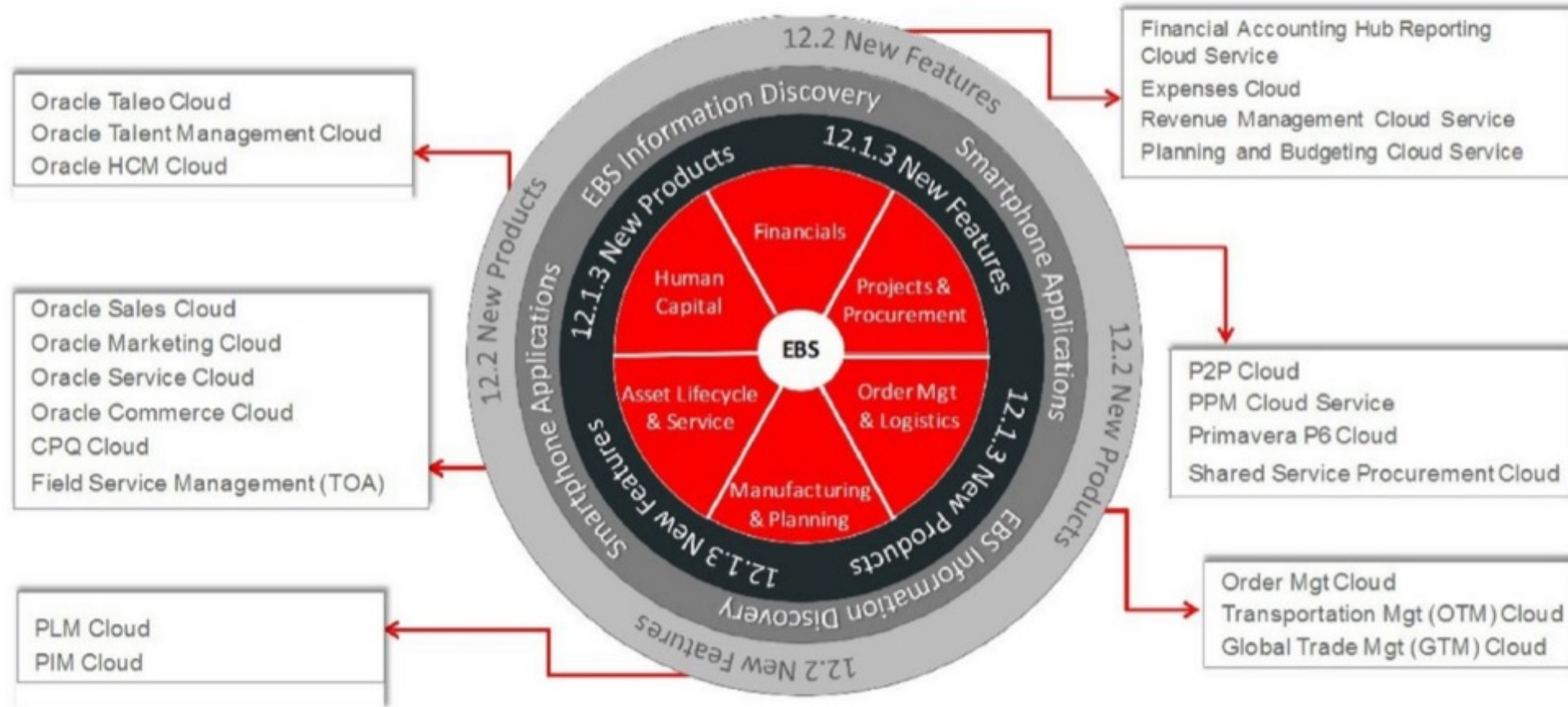


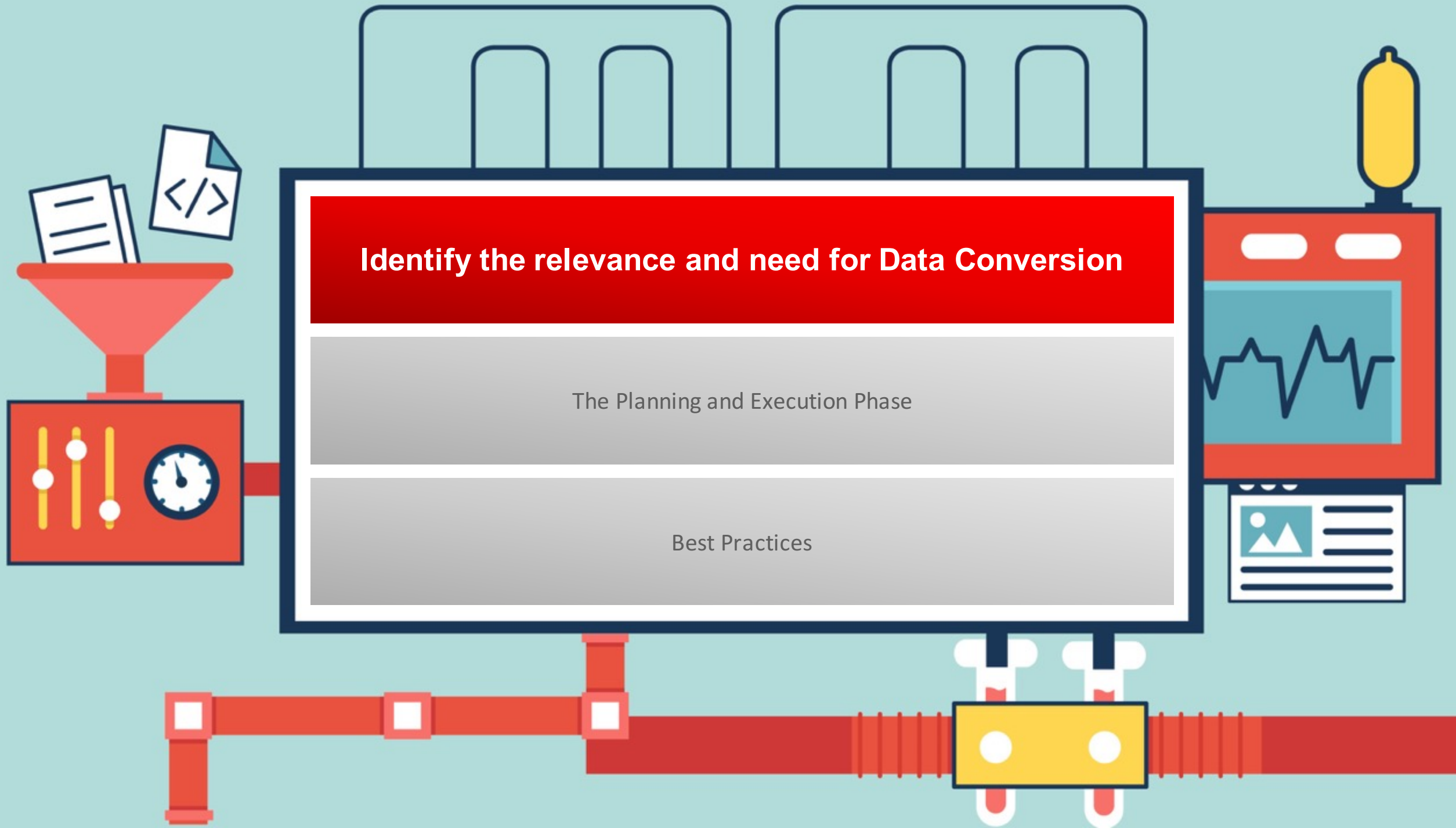
ONLY BIG COMPANIES CAN RUN ORACLE CLOUD
WE HAVE TO MOVE ALL OF OUR APPLICATIONS TO THE CLOUD
ORACLE'S CLOUD PRODUCTS ARE NOT MATURE
ON PREMISE APPLICATIONS ARE MORE SECURE THAN CLOUD
WE CAN JUST MIGRATE OUR EBS APPLICATIONS TO THE CLOUD
CAN ORACLE PROVIDE A HIGH LEVEL SUPPORT?
MOVING TO THE CLOUD WILL COST A FORTUNE
ONCE WE IMPLEMENT, WE ARE ALL SET
CLOUD CANNOT HANDLE OUR INTERNATIONAL SUBSIDIARIES
MY BUSINESS IS UNIQUE AND NEEDS CUSTOMIZATIONS

Cloud Adoption and benefits



Oracle E-Business Suite and SaaS





Identify the relevance and need for Data Conversion

The Planning and Execution Phase

Best Practices

Data conversion in context

**Re-implement Oracle
Applications EBS into
Oracle Cloud HCM**

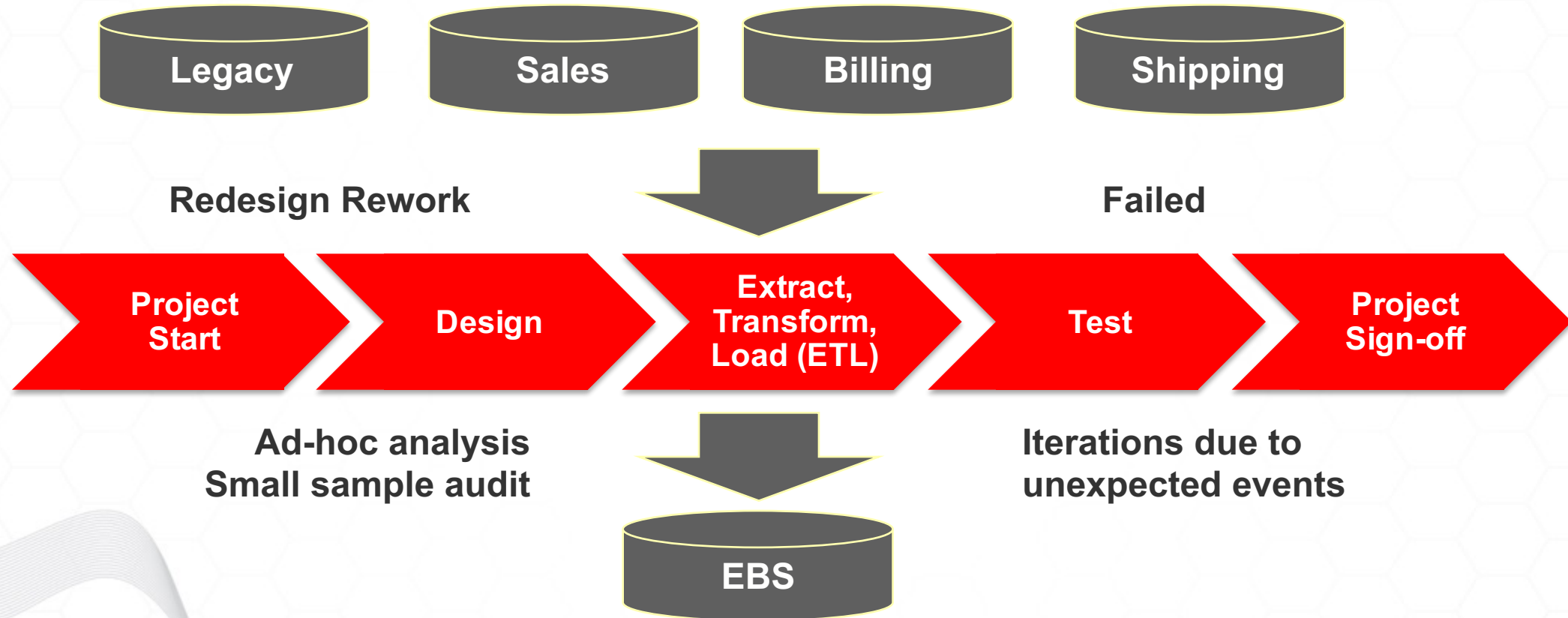
**Freshly
implement Oracle Cloud
HCM**

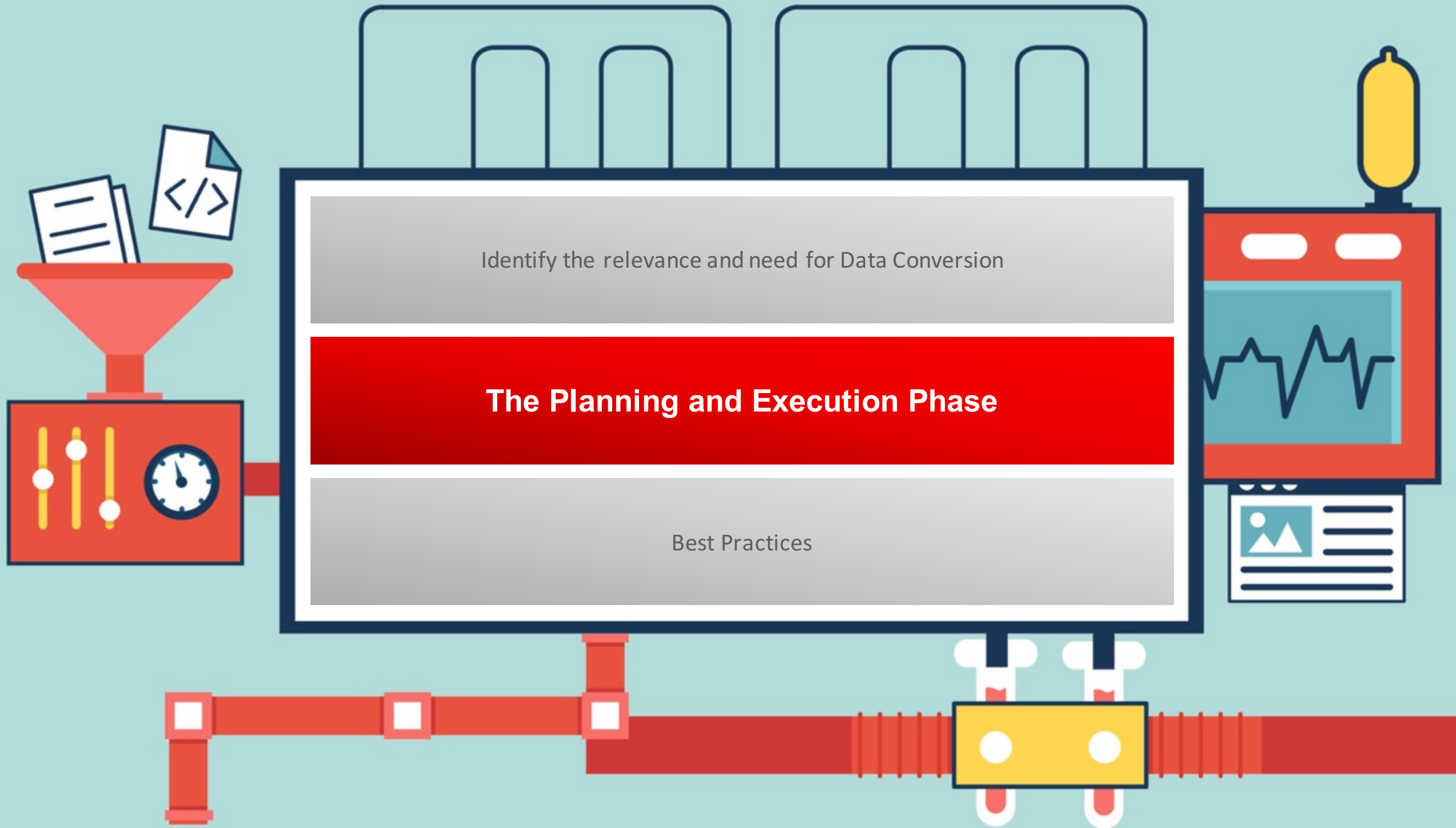
**Mergers or new
acquisitions have
necessitated data
mergers**



Strategy

» Identifying the relevance and need for Data Conversion programs





Methodology

» SDEC (Scoping, Data Mapping, Extraction and cleansing)

Scope

Data Mapping

Extraction

Cleansing

Business Flow

» What all entities required to be converted

Identify the entities

Define the conversion Strategy

Map Database objects

Understand each object

Define approach

Analysis

» Volume of data, Close in Legacy if possible?

**Volume of data
to be moved**



**Close any currently open
transactions at Legacy itself?**

Scope, Data Mapping, Extraction and Cleansing

Identifying the exact master data set that needs to be migrated.

Finalizing the nuances of extract criteria, Cleaning / end dating any master data in legacy, which is no more needed.

Making Client's team fully or majorly responsible for data cleansing. They know their data.

Participation of Key Business leads a must

**DATA
MIGRATION IS
A BUSINESS
ISSUE**

**THE BUSINESS
KNOWS BEST**

**NO ONE NEEDS
PERFECT DATA**

**IF YOU CAN'T
COUNT IT
IT DOESN'T
COUNT**



Data Migration Keys

- » Different ways and means
- » Targeting to code freeze before final pre prod iteration
- » Developer unit testing
- » Executing based on volume, make sure performance is reasonable

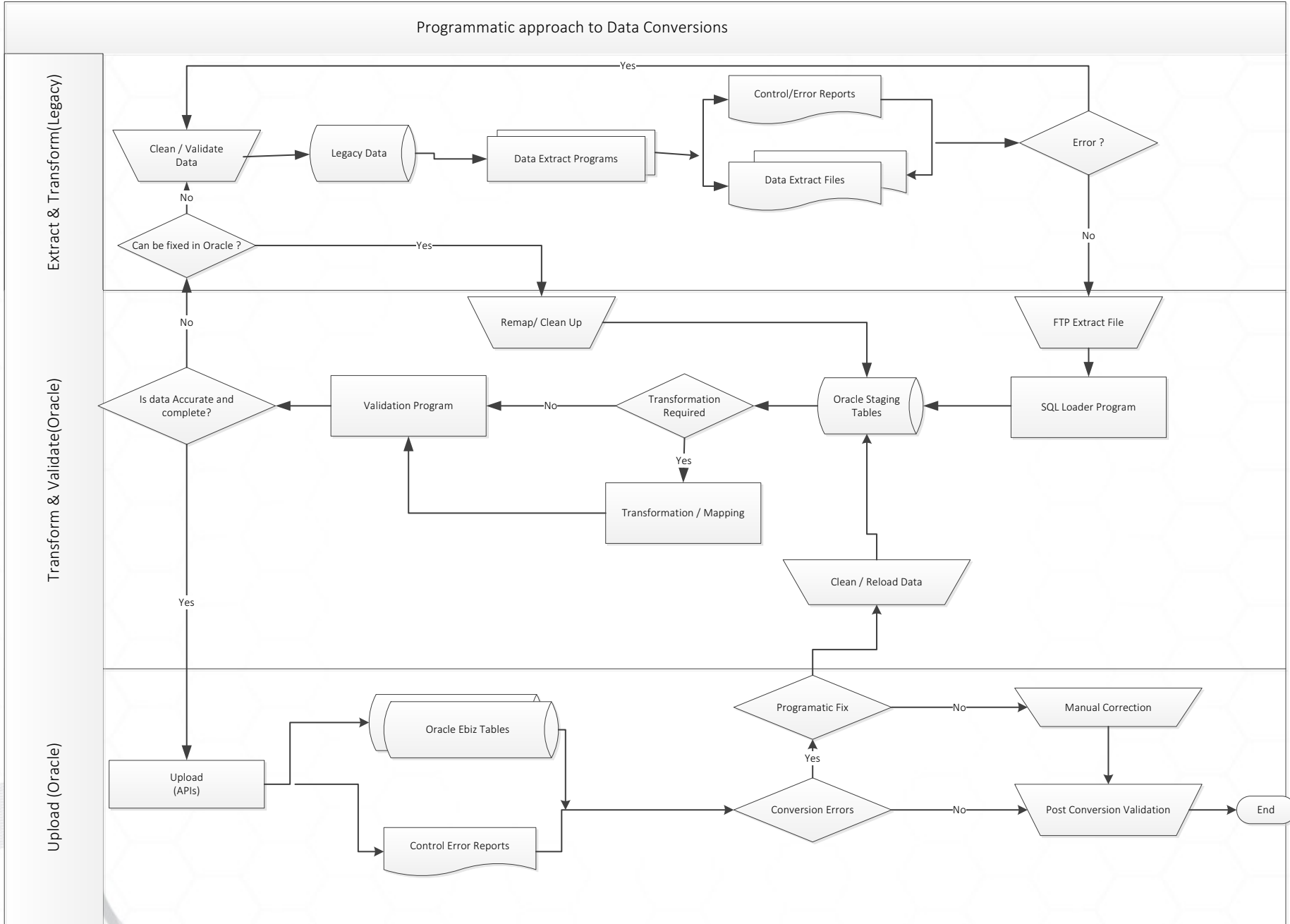


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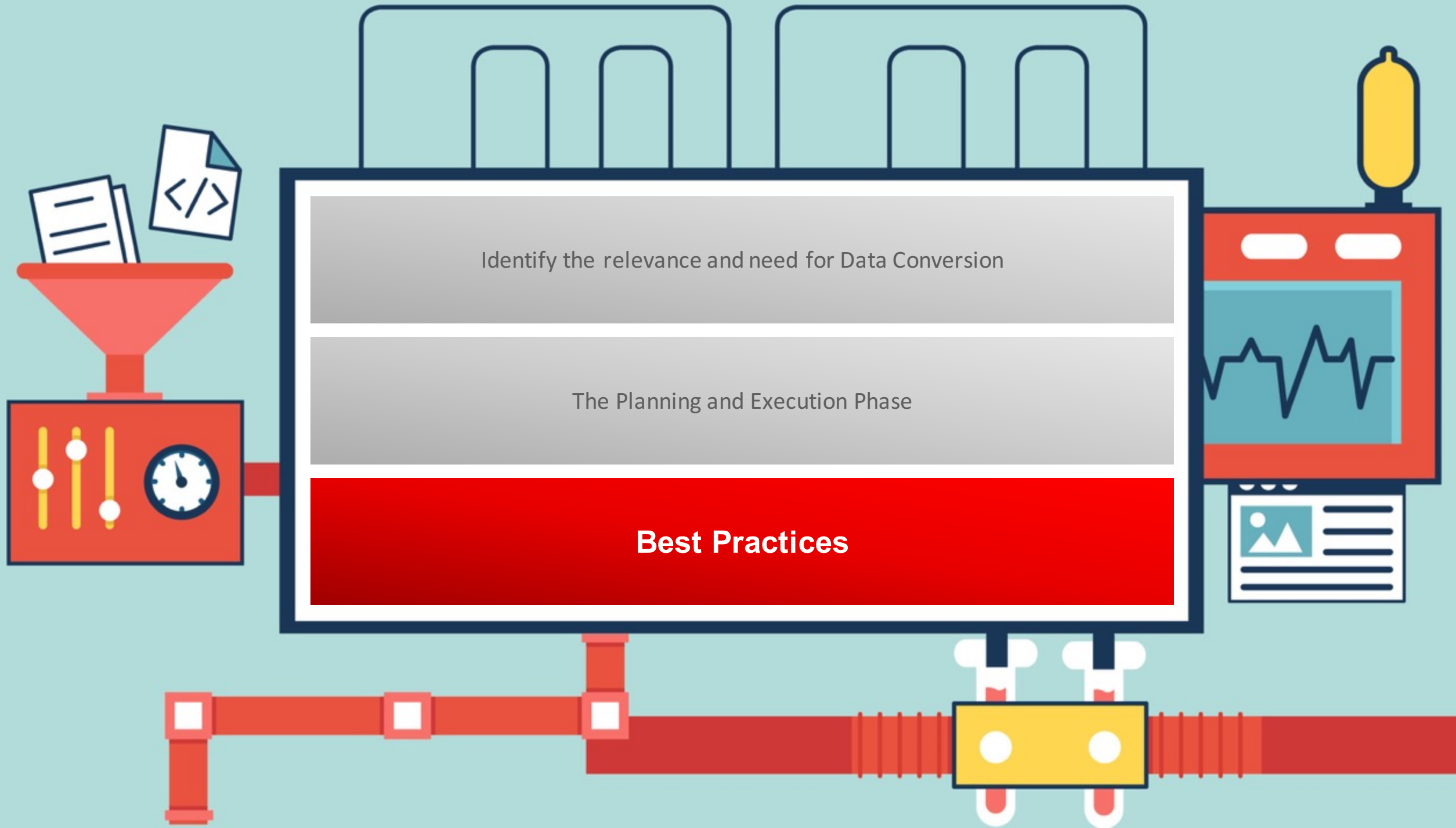
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Programmatic approach to Data Conversions



Reconciliation and Sign-off

- » Roles and Responsibilities of functional and technical consultants.
- » Making client's Business and IT teams responsible for final validations and sign-off
- » Defining exit or pass criteria.
- » Building reconciliation queries during conversion program build itself.

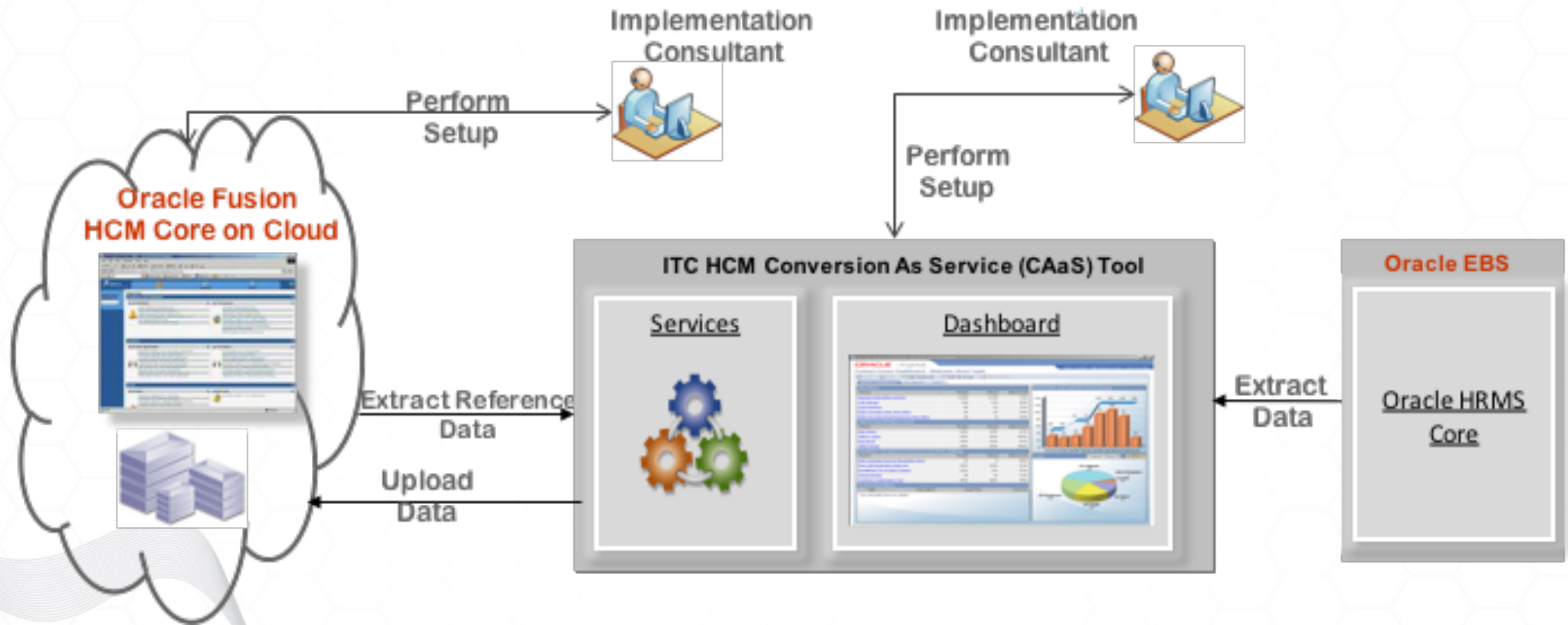


Identify the relevance and need for Data Conversion

The Planning and Execution Phase

Best Practices

ITC HCM Conversion As A Service (CaaS) Tool



ITC HCM Conversion As A Service (CAaS) Tool

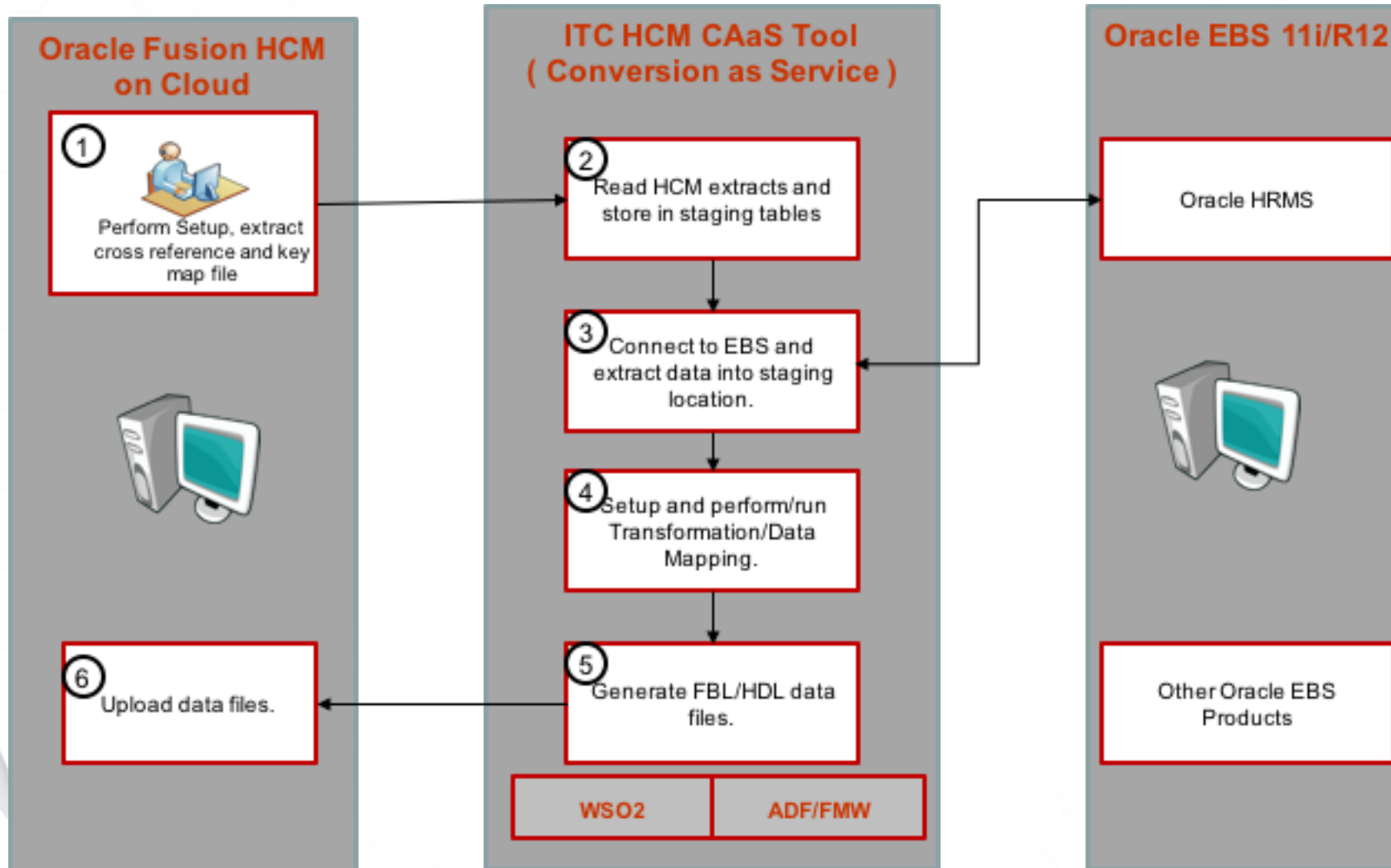
Benefits

- » Automated discovery and data extractions from EBS system including uploads to Fusion HCM
- » No need to spend time and effort on understanding complete Fusion conversion process
- » Saves up to 70% effort for conversion process
- » Easily extensible and customizable

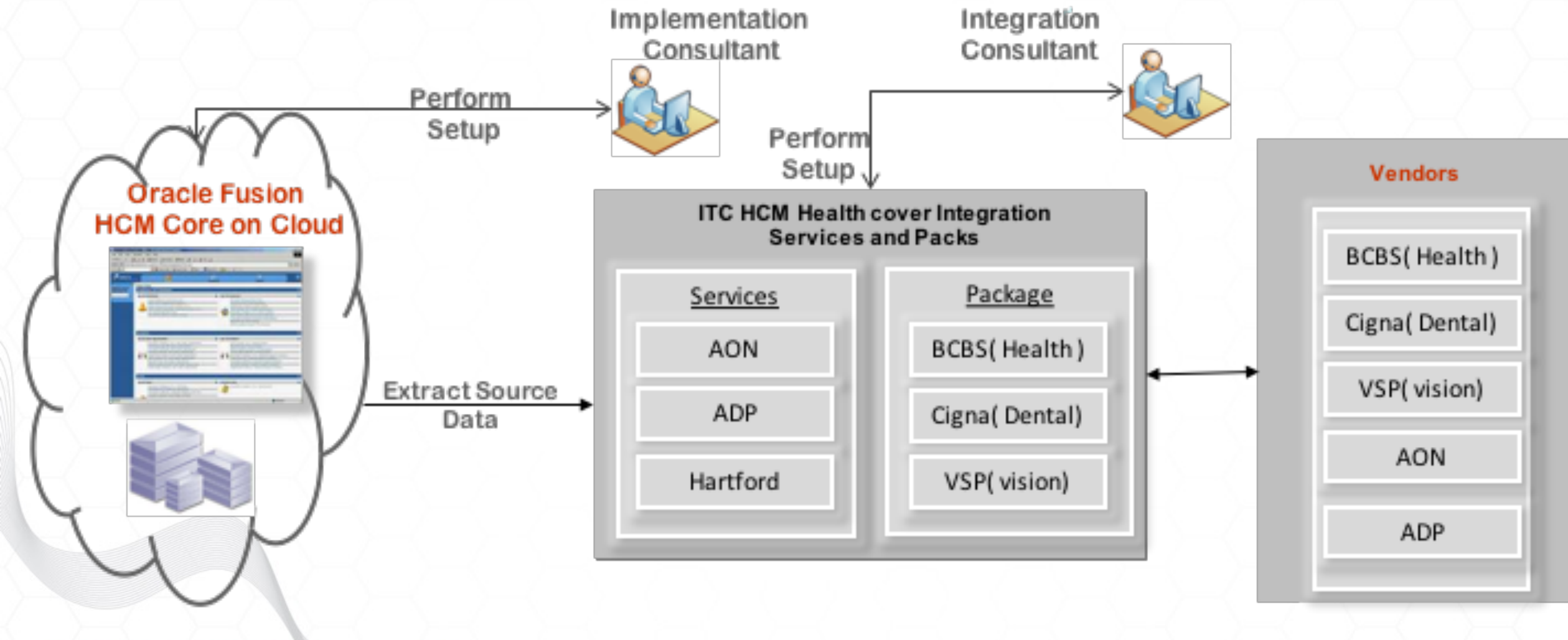
Features

- » Prepackaged tool for standard data conversion, migration and upload from EBS to Fusion HCM Cloud.
- » Extensible to customize and automate mapping process
- » Dashboard to setup and monitor progress of complete process.
- » Support for HCM 11.1.1.9+ (FBL & HDL)

CaaS Tool : Process Overview



PIPs for Fusion HCM Payroll, Benefit & Health



PIPs for Fusion HCM Payroll, Benefit & Health

Benefits

- » Automated integration from Oracle Fusion HCM cloud to vendors
- » Standard B2B integration with vendors and service providers
- » Pre packaged integrations ready to deploy and use with minimal customization
- » Saves up to 50-70% effort for integration
- » Easily extensible and customizable for mapping

Features

- » Prepackaged integration components for BCBS (Health), VSP (Vision) and Cigna (Dental) using HIPPA formats
- » Standard services to integrate with AON, ADP and Hartford
- » Flexible mapping options
- » Built on Oracle SOA platform

How this could help your data conversion

- » Extraction scripts from Oracle EBS & PeopleSoft
- » Fusion Mapping & Cross Reference Files
- » PL/SQL Packages for Data Transformation
- » PIPs for outward integration with Payroll, Benefits & Health cover vendors (BCBS, VSP, CIGNA, AON, ADP)
- » Frontend Dashboard on ADF/FMW
- » Porting Services & PIPs to WS02 platform





Project Facts

- Provide effective integration of Health cover providers and Oracle Fusion HCM cloud.
- Improving business process using middleware as hub to connect with multiple health cover providers.
- Integration involved B2B vendor Blue Cross Blue Shield (Health), Cigna (Dental), VSP (Vision) and Non B2B vendor ADP (FSA), AON (Pension), Hartford (Leave), Ceridian (Benefits)
- Reduced cost of customer service



Tools & Technologies

- Oracle SOA 11g
- Oracle BAM 11g
- Oracle B2B 11g
- Oracle Fusion HCM
- Hudson
- Third party/vendor applications



Solution Highlights

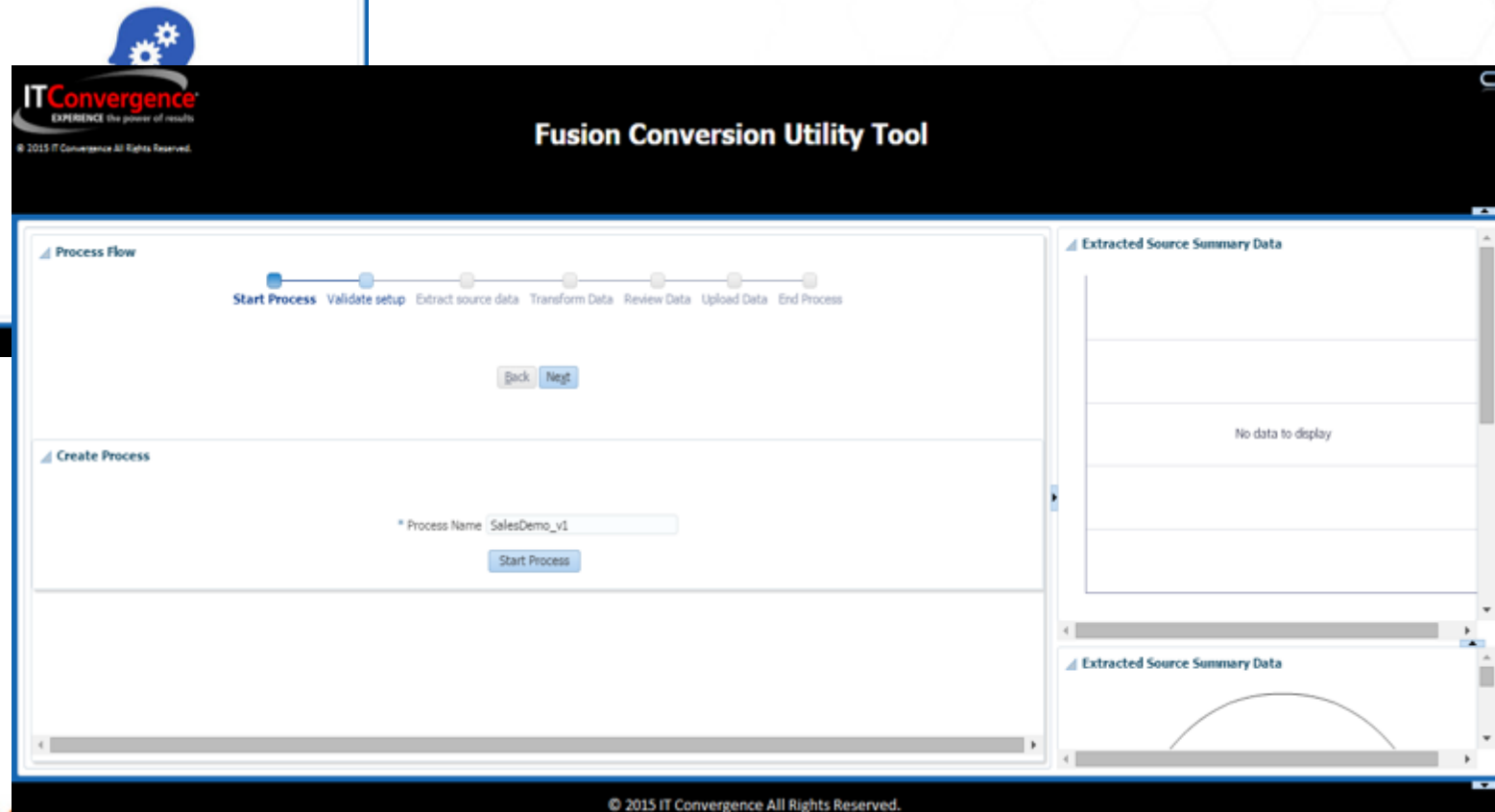
- **Key Differentiator** : Guiding customer on conversion and integration activities. Standards provided for cleanup and mapping.
- **Distinct Solution** : Complete data conversion from Oracle EBS to Oracle Fusion cloud and then integration to all vendors. Notification on data transfers to support team.
- Reusable templates



Business Benefits

- Automation of complete system from Oracle Fusion HCM to service providers, no manual intervention needed.
- Quickly aligning business and facts by faster Exchange of information between the various systems by exposing the shared business processes.
- Saving resulting from manual verification and sending information back and forth.

Rapid Conversion Tool Screen shots



Rapid Conversion Tool Screen shots

Process Name : SalesDemo_v1

Start Process Validate setup Extract source data Transform Data Review Data Upload Data End Process

Back Next

Create Process

* Process Name SalesDemo_v1

Start Process

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EXPERIENCE the power of results
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Fusion Conversion Utility Tool

Process Name : SalesDemo_v1

Start Process Validate setup Extract source data Transform Data Review Data Upload Data End Process

Back Next Validate

Validation

View ▾ Detach

Source	Reference	Error Message
No Data to Display.		

Extracted Source Summary Data

No data to display

Extracted Source Summary Data

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Rapid Conversion Tool Screen shots

The screenshot displays the 'Fusion Conversion Utility Tool' interface. At the top left is the 'ITConvergence' logo with the tagline 'EXPERIENCE the power of results' and a copyright notice '© 2015 IT Convergence All Rights Reserved.'. The main title 'Fusion Conversion Utility Tool' is centered at the top.

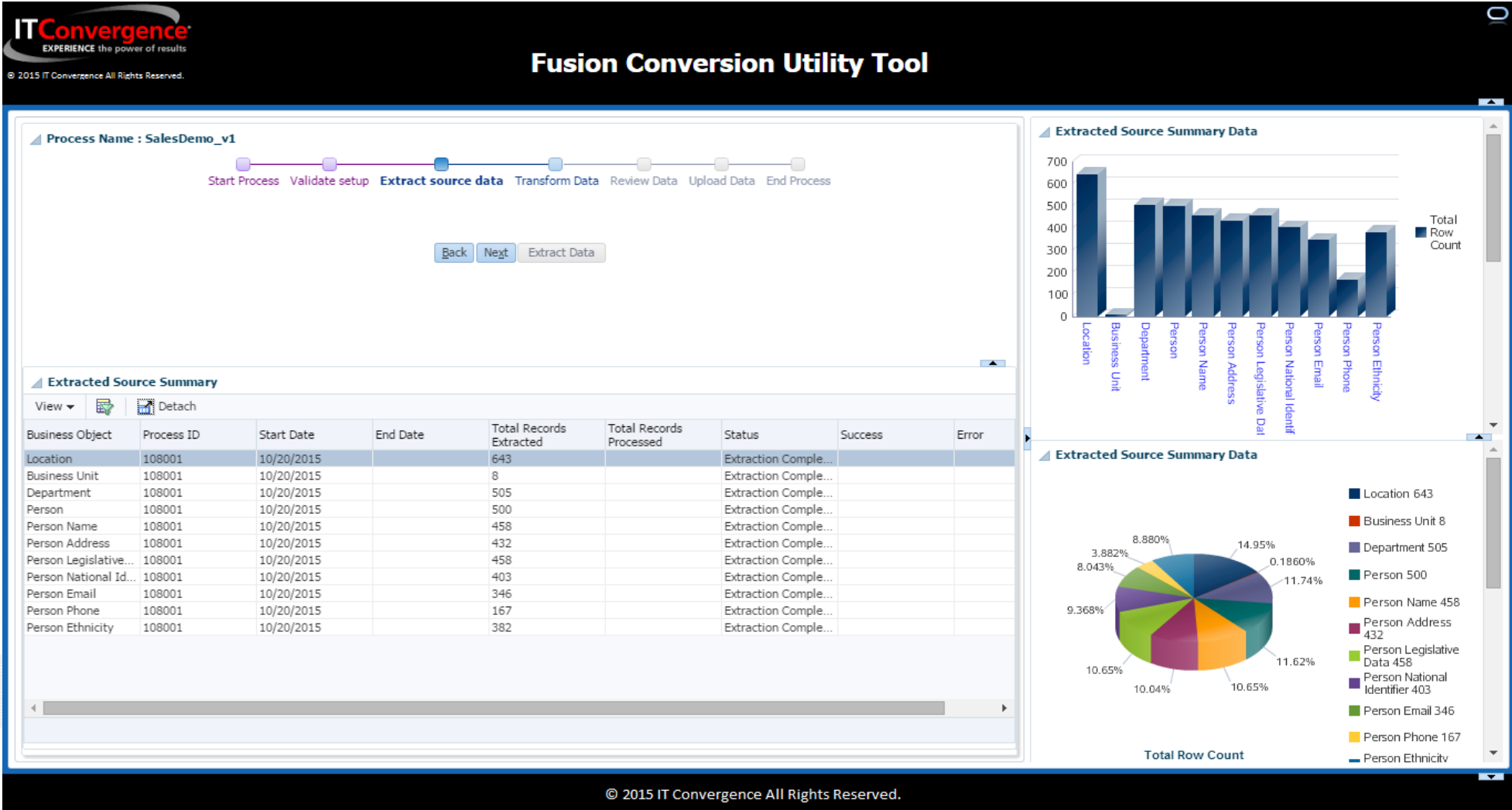
The interface shows a process flow for 'Process Name : SalesDemo_v1'. The flow consists of seven steps: 'Start Process', 'Validate setup', 'Extract source data' (which is the current step), 'Transform Data', 'Review Data', 'Upload Data', and 'End Process'. Below the flow are three buttons: 'Back', 'Next', and 'Extract Data'.

Below the process flow is a section titled 'Extracted Source Summary'. It includes a 'View' dropdown menu and a 'Detach' icon. Below these is a table with the following columns: 'Business Object', 'Process ID', 'Start Date', 'End Date', 'Total Records Extracted', 'Total Records Processed', 'Status', 'Success', and 'Error'. The table currently displays 'No data to display.'.

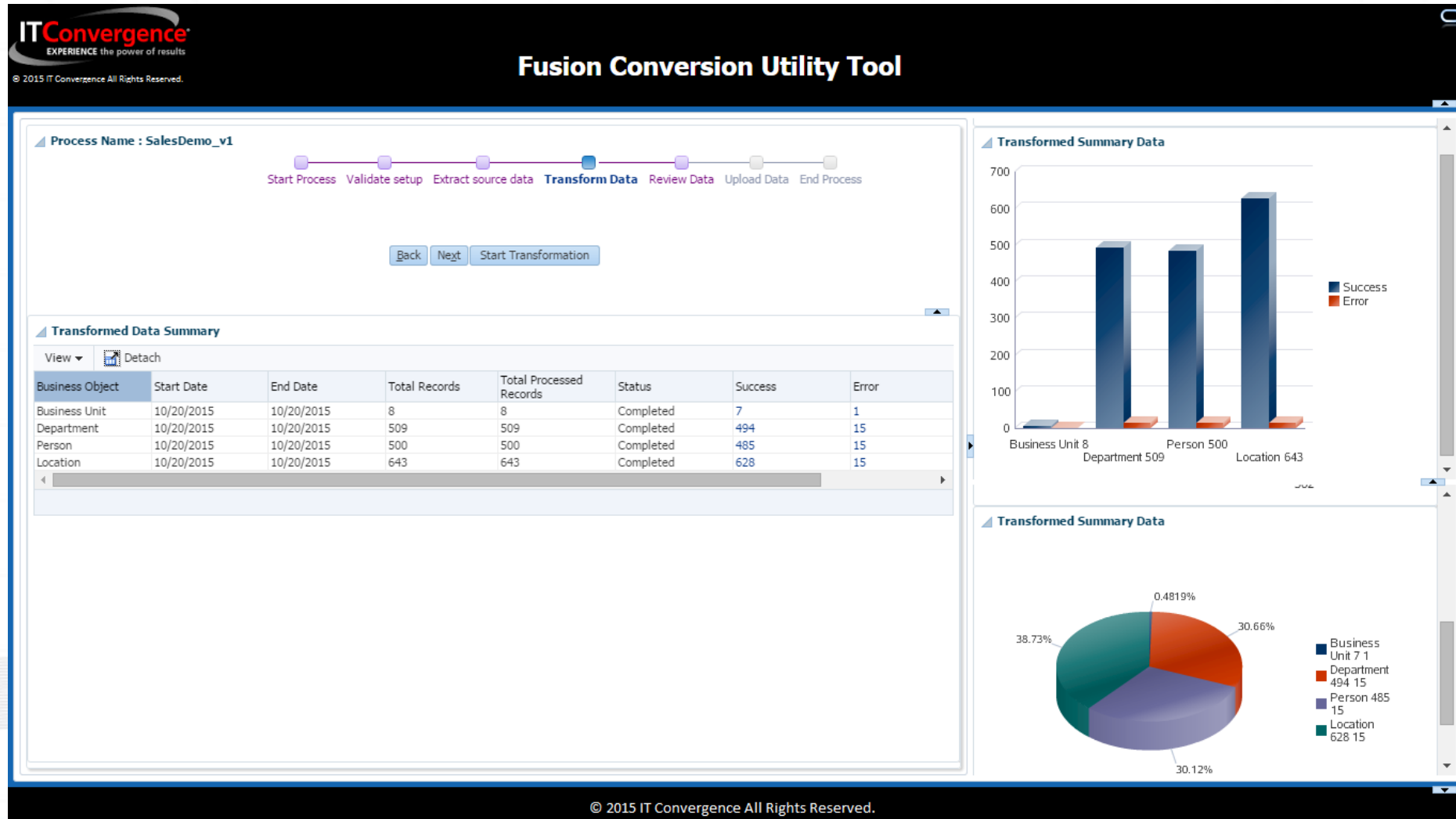
On the right side of the interface, there is a panel titled 'Extracted Source Summary Data'. It contains a large empty area with the text 'No data to display'.

At the bottom of the interface, there is a copyright notice: '© 2015 IT Convergence All Rights Reserved.'.

Rapid Conversion Tool Screen shots



Rapid Conversion Tool Screen shots



Best Practices

- » Use template conversion programs
- » If you have a multi-country, multi-entity conversion, use accelerator products to decrease risk
- » Prefer loading data in batches rather than bulk loading
- » Set clear exit criteria for each round of conversion
- » Spend good amount of time in the initial days on freezing the data mapping and selection criteria.



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