TechM Oracle Applications: User Empowerment Framework
Context for this document

- The Document outlines **TechM: User Empowerment Framework** which enables Administrators/ Business Users/ Functional Consultants to design and create personalized entry forms for day to day business use.

- Such Forms can be created through a **simple UI as a Configuration Process** instead of complex process of Customization.

- This solution helps **significantly reduce OAF Customization** for Oracle E-Biz Applications by up to 80%. This shall benefit the customer in terms of cost, development time and maintenance efforts.

- All this is practically achievable in a secure manner **within minutes**
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Limitations of existing Solutions
# Common Business Requirements ➔ Solutions Offered

## HCM Track
- Loan/Allowances Applications
- Employee Grievances
- Exit Interviews
- Surveys & Feedbacks
- Any Employee Applications.

## Finance Track
- Payment Process Profiles
- Accounting Code Creations
- Travel Advance Request
- Customer creation and Approval

## SCM Track
- Material / Item Code Creation Approval Process
- Petty Cash Purchase Approval Process
- Purchase Requestor & Buyer Creation Request

## Projects Track
- Project Creation Automation
- Miscellaneous Expenditure Booking and Approval
- Project Resource Allocation Automation
Limitations of such standard solutions that are being offered

- Technical Development, Customizations & User Interface varies for each requirement solution mapping
- Technical & System Administration expertise needed
- Development & Maintenance Cost & Effort varies
- High Complexity & Limited Flexibility
- Form Access not controlled Dynamically
User Empowerment Framework: Solution Overview
How can a user design a new functionality for data capture without any technical skills or efforts required?

How can the user create forms with ease for any number of requests; some of them being:

- Loan Application
- Advance Request
- Item Code Creations
- Supplier Record Creations
- Exit Questionnaire
- Travel Request
- And many more such functionalities…

How can I empower the end user with designing a small business functionality to explore and gain more within the Oracle eBusiness Suite Applications?
ONE framework that enables business users, who have no technical expertise to easily design a small business functionality that can be used independently for his / her direct business use.

The application is scalable to have its own Information capture mechanism with applicable Business Rules.
Key Features

1. Design User Form through simple UI along with Employee Eligibility
2. Publish Form to User with Notifications
3. Define Form Field Access [View/Edit] for Employee, Manager & Others.
4. Overcome the limitations of standard functionalities for Employee Forms.
5. Control Approvals based on the fields access and Mandatory Information to be entered.
6. Hook Validations & Workflows can be done per customer requirements using PL/SQL.
7. View Access available to Managers and other users based on security access.
8. Administrator has access to Update/View Employee Forms based on Security Profiles.
9. Integration with AME & Workflow Payroll Element Entry Integration Available
10. Reports & Dashboard Available
# Users of the Solution

<table>
<thead>
<tr>
<th>Users</th>
<th>Description</th>
<th>What Actions?</th>
</tr>
</thead>
</table>
| Administrators | Administrators  
|             | Executives  
|             | Track Managers  
|             | Key Users | • Manage & Publish Forms  
|             |            | • View Employee Entries  
|             |            | • Create & Update Employee Entries  
|             |            | • Employee Data Access per Security Profiles |
| Employees  | Employee  
|            | User   | • Create, View & Update Entries for Self. |
| Managers   | Managers  
|            | Supervisors  
|            | Approver | • Approve Employee Form Entries  
|            |            | • View Employee Form Entries under the Hierarchy |
| Others     | Any employee or executive in addition to above 3 categories. | • Approve Employee Form Entries  
|            |            | • View Employee Form Entries  
|            |            | • Create & Update Employee Entries  
|            |            | • Employee Data Access per Security Profiles |
Roles & Key Actions

Oracle Applications: User Empowerment Framework

Administrator

Define & Publish Forms

Eligibility?

Yes

Access & Submit Form Entries

Approval?

Yes

Approve/Reject/Update Submissions

No

Auto Approved

No

View Form Entries for Users/Employees

Dashboard Access

Generate Report

Yes

View Form Entries for Self

Track Status of Form Entry

Employee/User

View Form Entries for user per the security profile.
Solution Development Entities
Technical Architecture

Client

Internet Browser

User Interface

Middle-Tier

JSP Page

Workflow Engine

AME Rules

Application Logic

OC4J
(For <12.2)

WebLogic Server
(For >=12.2)

Database

Database Logic

ORACLE PL/SQL
Solution Development Entities

- OAF Pages has been used for the User Interface
- AME & Workflows for routing of Approvals
- PL/SQL Packages to support OAF, Workflow & Interfaces.
- Database Tables for storage of employee forms, access & entries.
- Database Sequences to support the Key & ID Generation.
- AOL Functions, Lookups & Messages for necessary list options & messages
- AOL Concurrent Program & Valuesets for Form Publish & Payroll Interface
An Organization needs to enable grievance reporting system for employees.

Employee can raise a grievance in the system and sent to the approver.

Upon approval and necessary modification by the approver, the response to the grievance is sent back to the employee.
Screenshots: Administrator User Interface
## ADMINISTRATOR USER INTERFACE

### Review Form

**Form ID:** 912  
**Form Status:** Published

#### Form Details

- **Form Name:** Grievance Reporting  
- **Start Date:** 01-Jan-2000  
- **End Date:**  
- **Employee Eligibility:** All Employees  
- **Description:** This form captures Grievance Details for employees of the organisation.

**WF Process Name:** XDIOP_FORM_STD_PROC  
**Send Notification After Publish?** No  
**Notification Subject:**

**Form Instructions:** Please enter the required information.

#### Field Details

<table>
<thead>
<tr>
<th>Field ID</th>
<th>*S NO</th>
<th>*Name</th>
<th>*Field Type</th>
<th>*Required</th>
<th>Source Value</th>
<th>*Employee Access</th>
<th>*Manager Access</th>
<th>*Other's Access</th>
</tr>
</thead>
<tbody>
<tr>
<td>869</td>
<td>1</td>
<td>Type Of Grievance</td>
<td>Drop Down</td>
<td>Yes</td>
<td>GRIEVANCE_TYPE</td>
<td>View and Edit</td>
<td>View and Edit</td>
<td>View Only</td>
</tr>
<tr>
<td>870</td>
<td>2</td>
<td>Short Description Of Grievance</td>
<td>Free Text(50Chars)</td>
<td>Yes</td>
<td></td>
<td>View and Edit</td>
<td>View and Edit</td>
<td>View Only</td>
</tr>
<tr>
<td>871</td>
<td>3</td>
<td>Issue Faced On</td>
<td>Date</td>
<td>Yes</td>
<td></td>
<td>View and Edit</td>
<td>View and Edit</td>
<td>View Only</td>
</tr>
<tr>
<td>872</td>
<td>4</td>
<td>Grievance Raised Before</td>
<td>Drop Down</td>
<td>Yes</td>
<td>GRIEVANCE_REPORTED</td>
<td>View and Edit</td>
<td>View and Edit</td>
<td>View Only</td>
</tr>
<tr>
<td>873</td>
<td>5</td>
<td>Remark</td>
<td>Free Text(80Chars)</td>
<td>Yes</td>
<td></td>
<td>View and Edit</td>
<td>View and Edit</td>
<td>View Only</td>
</tr>
</tbody>
</table>
Enter Form Details

Form Name: Grievance Reporting
Start Date: 01-Jan-2000
End Date:
Employee Eligibility: All Employees
Description: This form captures Grievance Details for employees of the organisation.

Form Instructions: Please enter the required information.

Allow Attachment: Yes (Optional)

Form Field Details

<table>
<thead>
<tr>
<th>Field Name</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type Of Grievance</td>
<td>▼</td>
</tr>
<tr>
<td>Short Description OF Grievance</td>
<td></td>
</tr>
<tr>
<td>Issue Faced On</td>
<td></td>
</tr>
<tr>
<td>Grievance Raised Before</td>
<td>▼</td>
</tr>
<tr>
<td>Remark</td>
<td></td>
</tr>
</tbody>
</table>

Form Instructions For Employee

Please enter the required information.
Administrator: Define Others Access

ADMINISTRATOR USER INTERFACE

Administrator View/Create Entry

Form Details
Form ID: 909
Form Name: Grievance Reporting

Create Entry
Select Employee: 
Create

Form Entry Summary
Status: No results found.
Count: Total 0

Form Entry Details
Search
Note that the search is case insensitive
Employee Number: 
Name: 
Go Clear

Administrator: Define Others Access

Add Users - Others
Add Users:
Add User Delete
Select User Name: 
No results found.
Screenshots: Employee User Interface
Employee Home Page

Employee Form Entry

Please enter the required information.
Screenshots: Approver User Interface
Approver: Update & Submit Form Entry

Employee Number: 55
Full Name: Palmer, Blair
Email Address: nobody@localhost

Organization: Corporate Human Resources
Grade: 100.1.East
Supervisor: Erickson, Barry

Form Info
Status: Pending For Approval
Name: Grievance Reporting
Description: This form captures Grievance Details for employees of the organisation.

Instructions:
Please enter the required information.

Enter Details
*Type Of Grievance: Policy
*Short Description Of Grievance: Invalid Time In - Time Out
*Issue Faced On: 01-Jul-2014
*Grievance Raised Before: No
*Remark: One time occurrence

Form Attachment Details
Add Attachment...
Empower the key users/administrators to design & review a form before providing access to employees.

The solution is an add-on framework for customers that can reduce the development effort and be a asset to the organization.

Intangible Benefits by reducing custom-efforts for new/existing development.

Reduced Maintenance and Development efforts due to ONE Single framework catering to multiple requirements.
Q&A
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