

COLLABORATE 12

TECHNOLOGY AND APPLICATIONS FORUM
FOR THE ORACLE COMMUNITY











EPM (CUSTOMER RELATIONSHIP MANAGEMENT) (ENTERPRISE PERFORMANCE MANAGEMENT)



FINANCE



FUSION



HCM [HUMAN CAPITAL MANAGEMENT]



PROJECT MANAGEMENT



REPORTING



SUPPLY CHAIN



TECHNOLOGY



UPGRADE





Contingent Worker Integration in a Professional Services Company

Gary Wojda – Rolta International Wendy Lamar – Rolta International Session ID: 9199



Objective

This presentation will cover the integration between Service Procurement, Human Resources, Oracle Time and Labor, Accounts Payable, and the Project Suite in an Oracle R12 environment. The presenter will guide the attendees through the transaction process flow and configuration requirements for this integration. Discussed will be some of the features and limitations inherent to the applications and a potential work around for multiple concurrent project assignments.

Our Project Requirements

- Replace a third party Time and Expense system
- Create integration with OTL, iExpense,
 Projects and Payables
- Train personnel without formal HR or Purchasing experience
- Work within the limitations of Oracle R12.0.6

CONFIGURATION ITEMS

Profile Options

- PO: Enable Services Procurement = Yes
- POR: Contractor Expense Line Type = Fixed
 Price Services
- PO: UOM Class for Temp Labor Services = Time

Profile Options

- PO: Contractor Assignment Completion
 Warning Delay = 7
- PO: Amount Billed Threshold Percentage = 90
- POR: Re-approval after Contractor Assignment

- Install Oracle Services Procurement and the latest Oracle Applications Financials family pack.
- Set profile PO: Enable Services Procurement to Yes.

- Define services procurement related jobs in Human Resources.
- Define Job and Category Association.
- Enable Oracle Time & Labor for time cards

- Set profile PO: UOM Class for Temp Labor Services.
- Define Price Differential lookup codes.
- Define line types for temp labor purchase basis.
 - Fixed Price Services (for Expenses)
 - Fixed Price Temp Labor
 - Rate Based Temp Labor

- Set system option profiles for notifications
- Consider scheduling the Retrieve Time and Labor from OTL process.

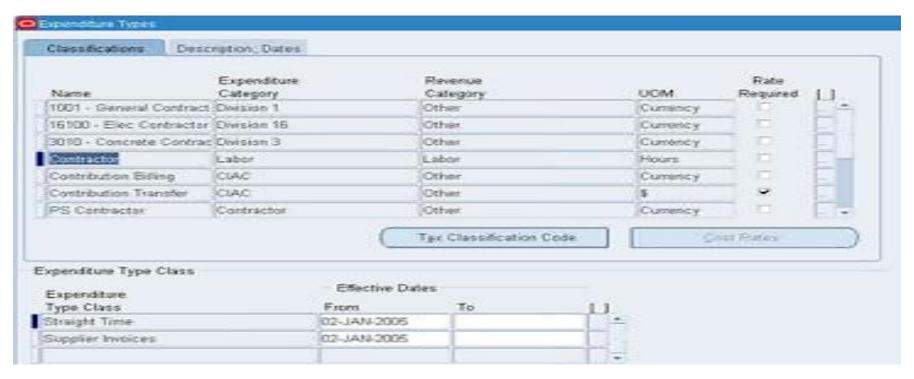
Project Suite Configuration

- Implementation Options
- All Contingent Worker Labor Related Expenditure Types Must Be Assigned Both Expenditure Type Classes of 'Supplier Invoice' and 'Straight Time' (Optionally 'Overtime')

Project Suite Configuration: Implementation Options

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Operating Unit RUS MAIN OU						Find (Q)			
System	Currency	Project Setup	Staffing	Expnd/Costing	Billing	Cross Charge	Internal Billing		
Expenditure Cycle Monday Enable Overtime Calculations Start Day Import Contingent Worker Timecards with Purchase Order Integration Default Supplier Cost Credit Account									
Interface Cost to GL Interface Employee Labor Costs Interface Contingent Worker Labor Costs Interface Usage, Inventory, WIP, Miscellaneous and Burden Costs									
_ Ex	penditure/Eve	ent Organization							
	Organiz Hiera	ation Rolta Intl	Projects H	lierarchy					
	∨e	rsion 1							
	Start Organiz	ation ROLTA E	3G						

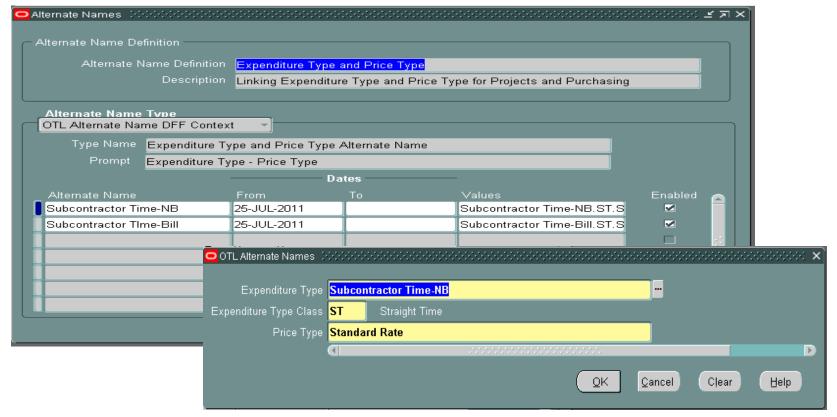
Project Suite: Expenditure Types



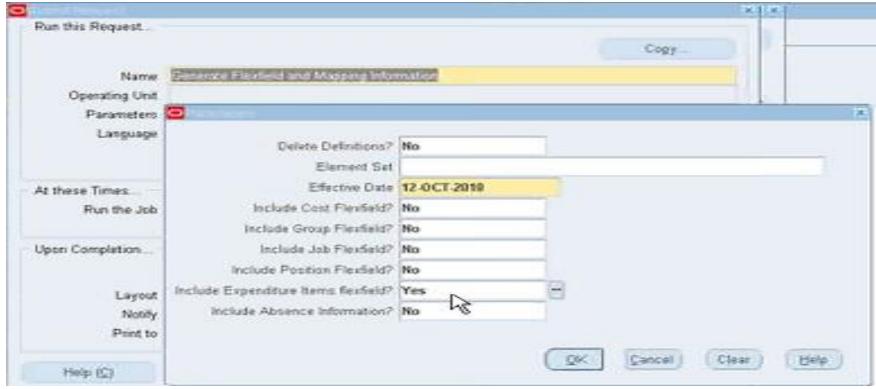
OTL Configuration

- Alternate Names
- Run Concurrent Program 'Generate Flexfield and Mapping Information'
- Approval Style
- Preferences
- Eligibility Criteria

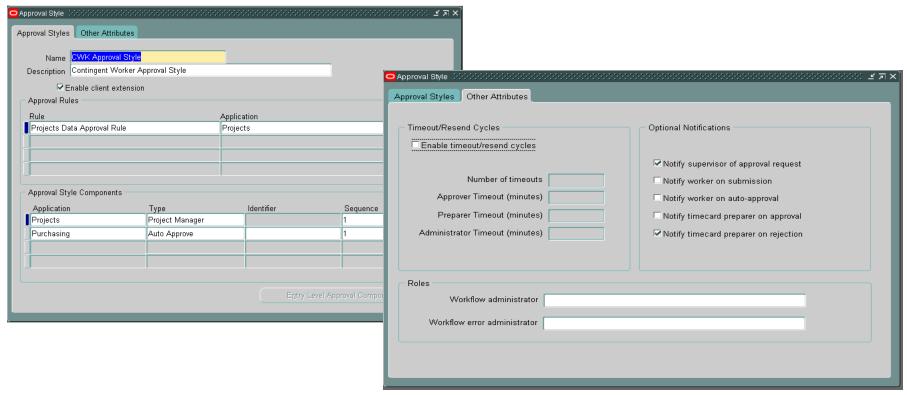
Alternate Names – Expenditure Type Alias



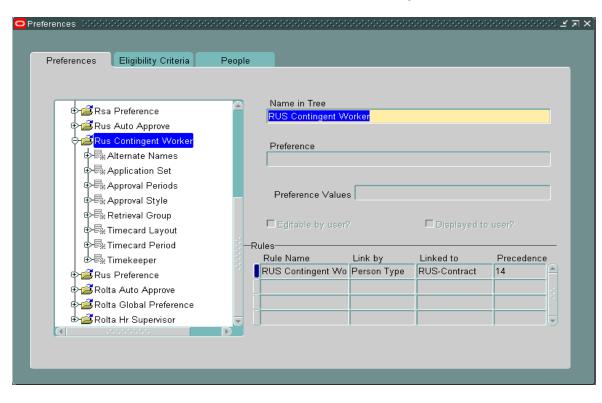
Generate Flexfield and Mapping Information



Approval Style – Rules for Timecard Approval

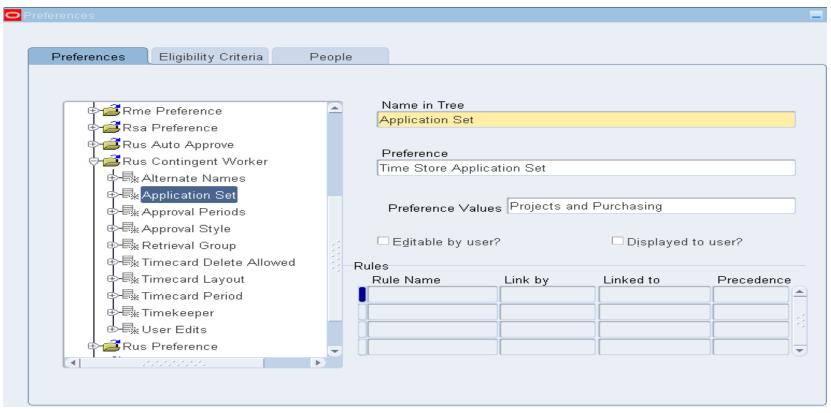


Preferences – Linked by Various Options such as Person Type or Responsibility

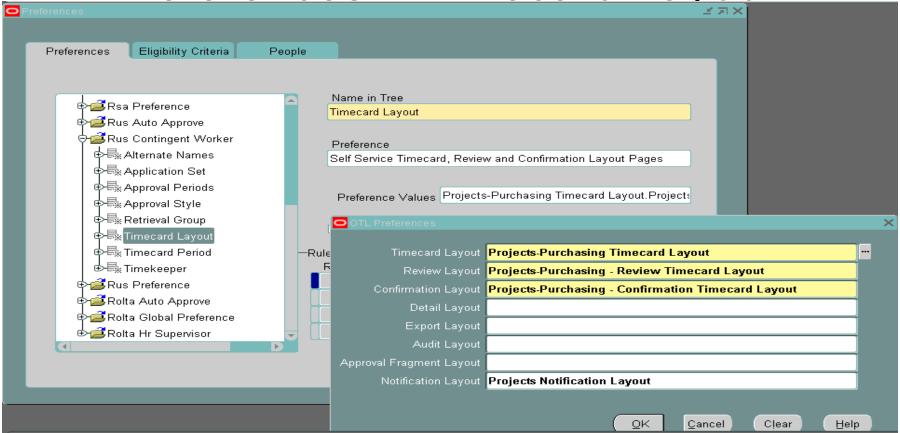


- Linked to Alternate Names Setting
- Linked to Approval Style
- Linked to Approval Periods and Application Set

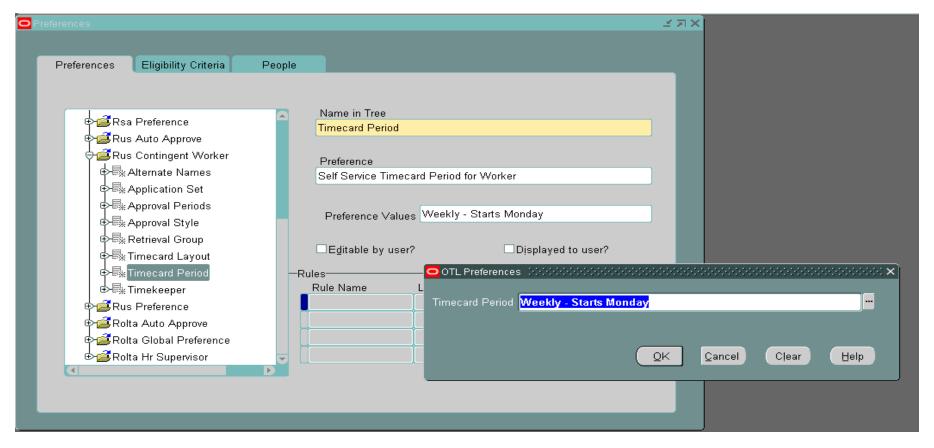
Preferences – Application Set



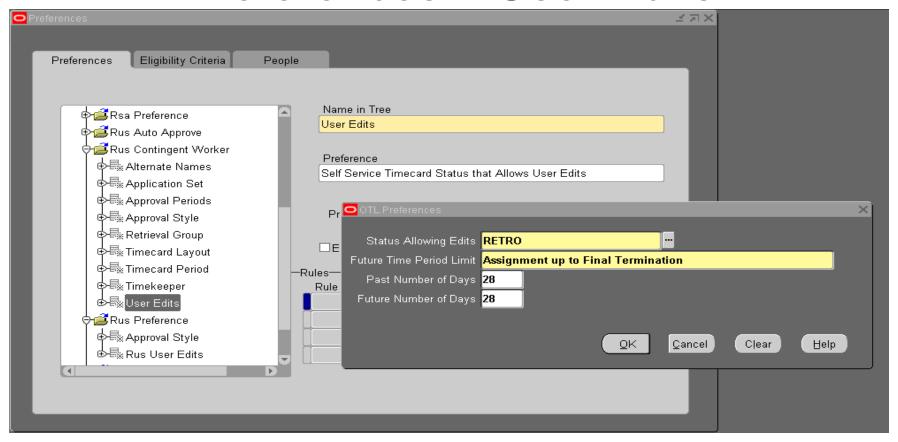
Preferences - Timecard Lavout



Preferences – Timecard Period



Preferences – User Edits



Preferences – Eligibility Criteria

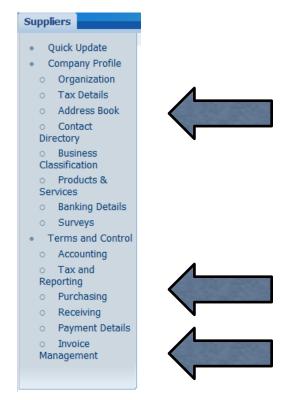
- Tells the application when to use the particular preference
- In example, the RUS Contingent Worker Branch is linked by Person Type
- When the Person Type = RUS-Contract, use the RUS Contingent Worker Preference rules



OPERATIONAL CONFIGURATION ACTIVITIES

DEFINE SUPPLIER

Supplier Configuration Options



Address Details

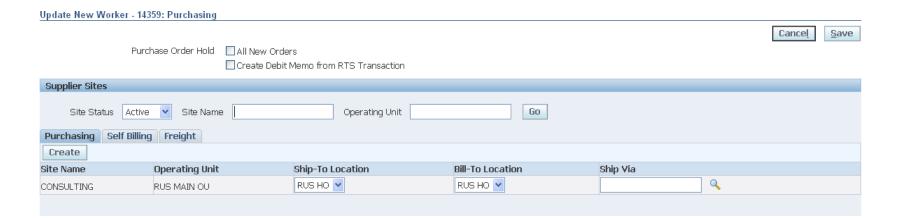
Supplier Name New Worker Supplier Number 14359

Address Details		Contact Details and Purpose			
* Country * Address Line 1 Address Line 2 Address Line 3 Address Line 4 City County State Postal Code	United States 123 Sesame St Lombard IL 60148	Communication Details Phone Area Code Phone Number Fax Area Code Fax Number Email Address Address Purpose Plurchasing Payment RFQ Only			
* Address Name Addressee Geography Code Override Language Context Va	Consulting				

Address Details

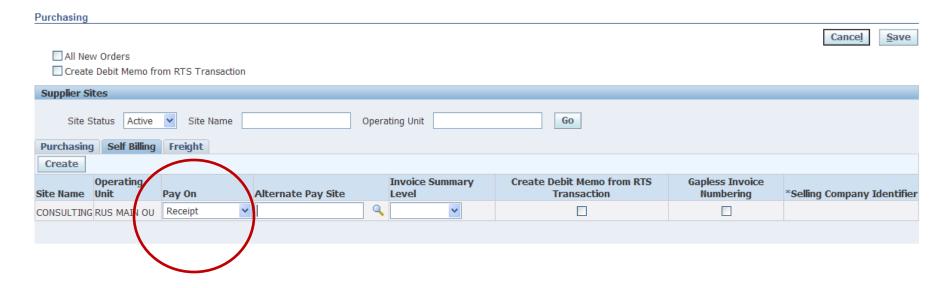


Purchasing Details





Self Billing Details



Cancel Save

Invoice Details - Header

Invoice Management					
Invoice Currency Invoice Amount Limit Invoice Match Option	US Dollar Purchase Order	Hold from Payment	☐ All Invoices ☐ Unmatched Invoices ☐ Unvalidated Invoices	Cancel	<u>S</u> ave
Invoice Payment Terms					
Payment Currency Payment Priority Terms Terms Date Basis Pay Date Basis	99 IMMEDIATE Invoice	Pay Group	☐ Always Take Discount ☐ Exclude Freight From D ☐ Create Interest Invoice		
- " -1					

Site Invoice Details - Invoicing



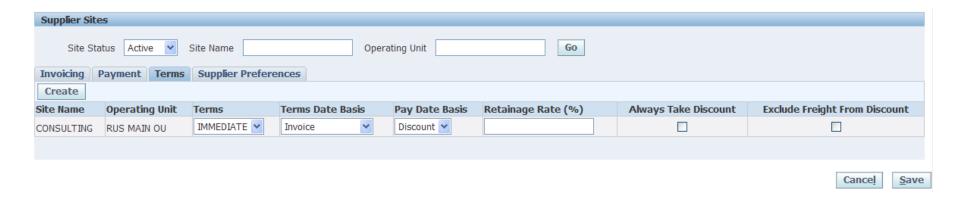
Cancel

Save

Site Invoice Details – Payment



Site Invoice Details – Terms

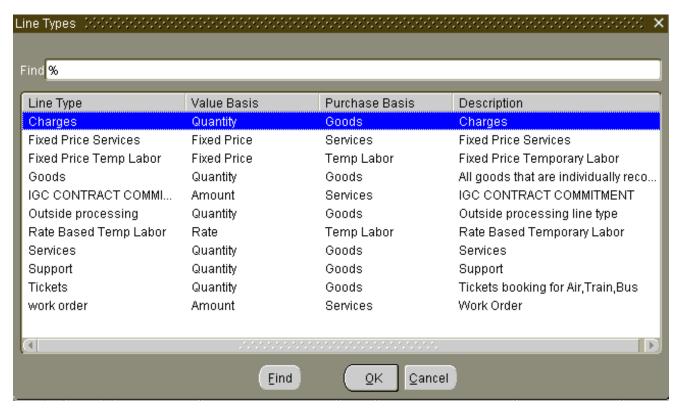


SERVICE PURCHASE ORDER

Purchase Order

)peratin <u>a l</u>	Unit RUS MA	IN OU			Created	24-JAN-20	012 03:44:05						
PO.				0	Түре	_	Purchase Order						
Supp	olier New Wo	ker				CONSUL	TING						
	-To RUS HO				Bill-To	RUS HO				USD			
	ıyer Mr. Gary	Wojda			Status	Incomplet	e			10,00	00.00		ا ا
Descrip	tion												
Lines	Price Ref		Reference D		ts Mo		0	Temporary I	a la con				
Lines	Price Ref	erence	Reference D	ocumen	IS IVIO	re	Agreement	Temporary	_abor				
Num	Туре	Item		Rev	Job		Category	Description			Quantity	Price	Щ
					Consultant		918-9999-99-99	Consultant		Hours		100	
	Rate Based T	<u> </u>			Containe		310-3333-33-33	Consultant		Hours		100	
	Rate based I				Consultant		310 3333 33 33	Consultant		libuis		100	
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Line Types



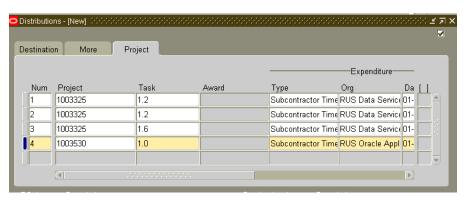
Line Details

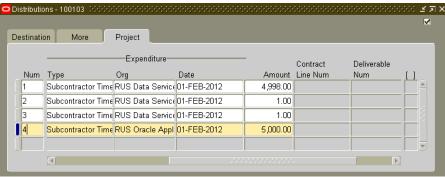
Lines	Price Refe	erence Refer	ence Documents	More	Agreement	Temporary Labor		
Num 1	Type Rate Based To	Item		Job Consultant	Category 918-9999-99-99	Description John Doe	OM Quantity	Price
Lines	Price Refe	rence Refere	nce Documents	More	Agreement	Temporary Labor		
Num	Price	Promised	Need-By	Supplier	ltem Supp	olier Config ID	Am	ount Cr [
1	100						10,00	00.00

Line, Temp Labor

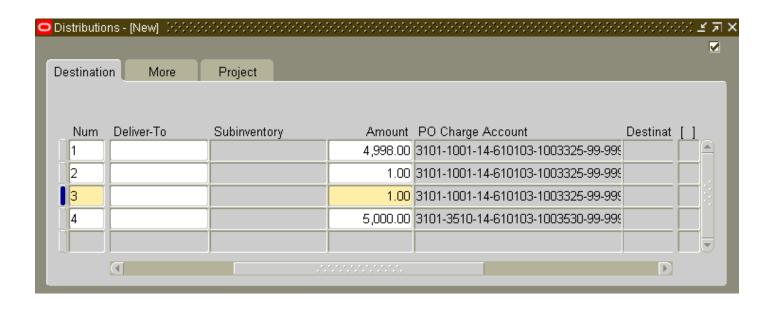


Distributions



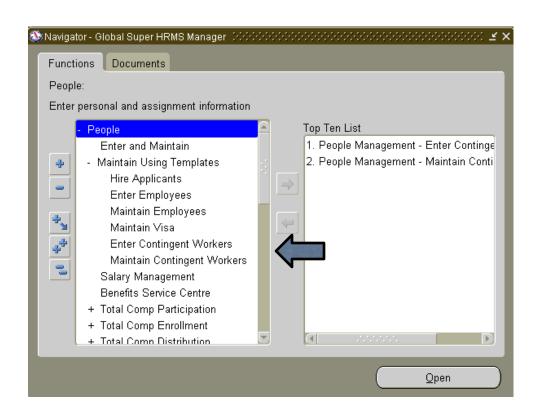


Account Generator



Contingent Worker HR Record

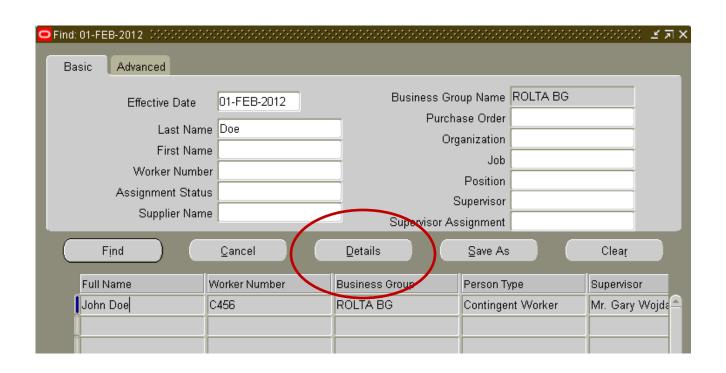
HRMS Template



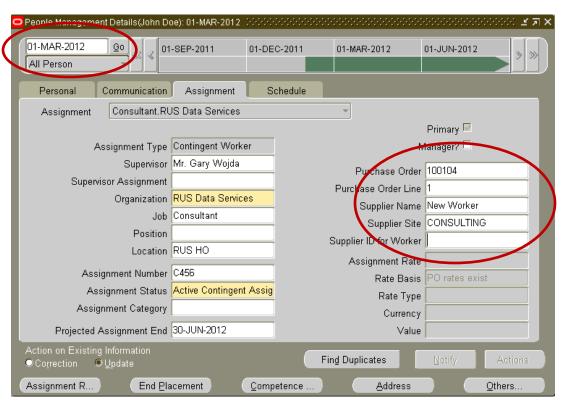
Enter Contingent Worker

01-FEB-2012 <u>G</u> o	26-JUL-2011	26-OCT-2011	26-JAN-2012	26-APR-2012
All Person				
Vorker Details				
Title		_	Assignment Status	Active Contingent Assi
First Name	John		Assignment Category	
Middle Name			Purchase Order	100103
Last Name	Doe		Purchase Order Line	
Person Type	Contingent Worker		Supplier Name	New Worker
Worker Number			Supplier Site	CONSULTING
	01-FEB-2012	_	Supplier ID for Worker	
Business Group	ROLTA BG	Pr	ojected Assignment End	30 5514-2012
Home Number			Organization	RUS Data Services
Address Style			lob	Consultant
Date From] - [Position	
Address Type			Location	RUS HO
				Mr. Gary Wojda
			Supervisor Assignment	
			Normal Hours	8.5
			nor	Day

Find Contingent Worker



Update Contingent Worker

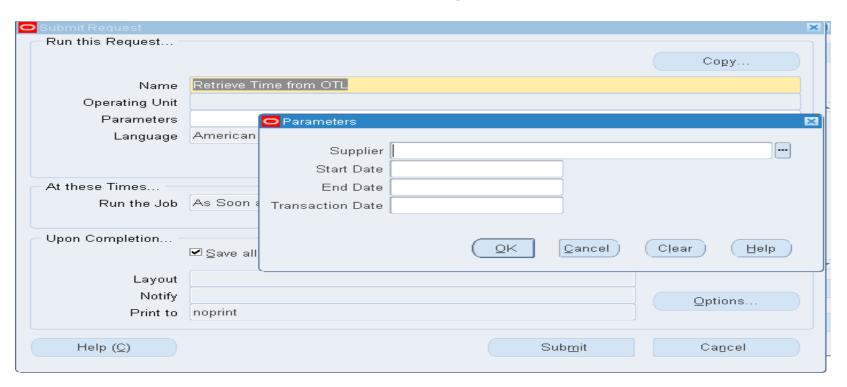


OPERATIONAL TRANSACTION PROCESSING

Concurrent Program Processing

- Timecard Entered and Approved
- Process 'Retrieve Time from OTL'
- Receiving Transaction Processor
- Receiving Interface Errors
- Pay on Receipt AutoInvoice (Source = ERS)
- Payables Open Import

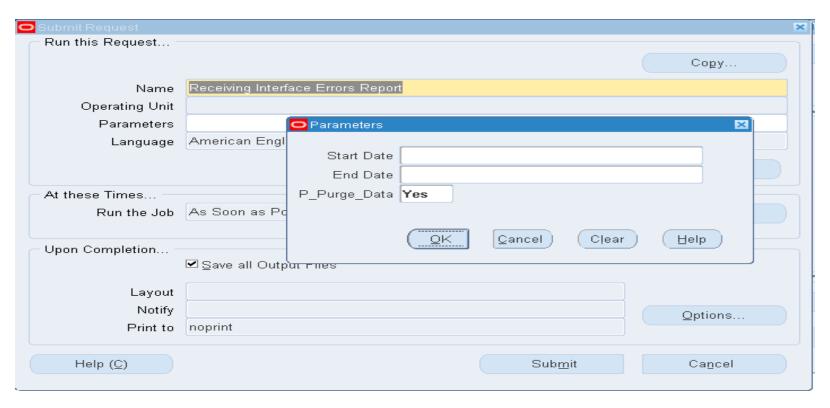
Concurrent Program: Retrieve Time from OTL



Concurrent Program: Retrieve Time from OTL

- The concurrent program 'Retrieve Time from OTL' is submitted from a Service Procurement responsibility
- Interfaces all approved CWK timecards to Cost Management / Receiving and creates a Work Confirmation (Receipt)
- Kicks off Process 'Receiving Transaction Processor'

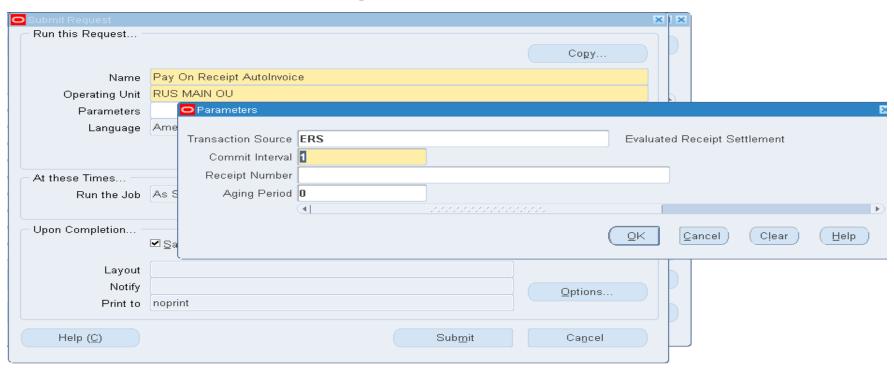
Concurrent Program: Receiving Interface Errors



Concurrent Program: Receiving Interface Errors

- The concurrent program 'Receiving Interface Errors' is submitted from a Service Procurement responsibility
- Reports on any errors in processing Receiving Transactions
- Set the Parameter Purge Data = YES

Concurrent Program: Pay on Receipt AutoInvoice



Concurrent Program: Pay on Receipt AutoInvoice

- The concurrent program 'Pay on Receipt AutoInvoice' is submitted from a Service Procurement responsibility
- Interfaces successfully processed Receiving Transactions to the Accounts Payable Open Import table for Vendor Invoice creation
- Parameter source = 'ERS'
- Kicks off the process 'Payables Open Import'

Concurrent Program: Payables Open Import

- The concurrent program 'Payables Open Import', as part of the CWK integration, is kicked off by the 'Pay on Receipt AutoInvoice' process when there are eligible transactions. Submitted from the Payables Responsibilities
- All invoice numbers are appended with value 'ERS' at the beginning of the number
- In Payables, submit Invoice Validation and Create Accounting

OTL to Projects

- The Transaction Import for source Oracle Time and Labor will interface all approved contingent worker timecards to the projects charge to report Project Cost. These expenditure items are treated like all other labor costs. (Billable, Capitalized, Indirect, etc.)
- Project Transaction Controls cannot name the Contingent Worker – only expenditure type. PO's are not tied to an individual. Naming the resource will prevent the PO line from being created

Lessons Learned

- ERS Vendor Invoices do not include the timecard details
- Alert created to identify PO's created missing the Pay on Receipt vendor site
- Lack of Reporting Available
- Multiple Distributions on a PO line create Variance Invoices overstating the GL from Payables, and overstating your Project Costs (billable, capitalized, indirect)

Lessons Learned

- Alignment of effective dates are critical
 - PO
 - HR
 - Projects
- Work in the future
- Correcting erroneous configurations is difficult

QUESTIONS

